



ESTABLISHED 1915

SUSTAINABILITY
REPORT
2023



Message from the Management



Today's businesses have evolved beyond profit generation and financial performance. The most successful companies are those that acknowledge their role in a wider context of activities. Reputation, quality, product or service are not the only factors determining the impact and brand of a company. There are also deeper connections and interactions between their activities, their people, and the environment that surrounds them. Business has a new expanded role. It must create value for society, promote meaningful relationships between stakeholders and contribute to a sustainable future.

Since 1915, when Dimitrios Nomikos founded the first tomato processing factory 'in the Balkans', as he called it, our family identity-structure and human-centered philosophy have guided us to this day. They allow us to adhere to the ethical principles that embody stability, integrity, and trust. These elements give us the strength to continuously invest in long-term 2nd and 3rd generation relationships with our employees, producers, suppliers, and customers to promote innovation and at the same time to proceed with environmental responsibility. At D. Nomikos, this commitment has been with us since our establishment.

We act like any healthy family, driven and guided by our commitment to ensure a better future for the next generations. That is why sustainability is written into the DNA of our business and is a cornerstone of our success. In other words, environmental, social, and corporate governance (ESG) principles are not only a necessary guideline for our business, but the natural evolution of our tradition and values.

We are pleased and proud to present the Company's first Sustainability Report for 2023. This report provides a comprehensive overview of our ongoing efforts to reduce our environmental impact, support our people, and enhance transparency and accountability at all levels of our business. From adopting sustainable methods in our manufacturing processes to social responsibility actions that support local communities, this Sustainability Report demonstrates our commitment to delivering a better world to future generations.

We would like to thank all of you for placing your trust and support in us. We are excited to continue this journey together.

Sincerely,

PETROS NOMIKOS
Chief Executive Officer



Sustainability Reports are a crucial addition to business publications, which have become increasingly important in recent years.

For D. Nomikos, this Report may be the first written record of our efforts and initiatives, but it most certainly is not the beginning. Since the Company's establishment by Dimitris Nomikos in Santorini, in 1915, sustainable development values and practices have constituted the starting point and the basis of our operations and have now been incorporated in all our activities, supporting our long-term development.

We firmly believe that a company must do more than just meet its legal obligations and maintain a positive public image. It must act as a responsible and good citizen in all aspects of its operation. This means adopting progressive governance, demonstrating social responsibility, and providing assistance, as well as respecting the environment for future generations. We must understand that our actions today will have long-term consequences for the future.

As the third and soon to be fourth generation of family management, we are guided by these principles, reinforcing our awareness in these critical times.

We therefore invite you to read this official Sustainability Report. We value your feedback and look forward to hearing your reactions and suggestions. We are committed to continuous improvement as responsible citizens and managers of a family business, and we will continue to promote the principles that guide us.

Sincerely,

DIMITRIS NOMIKOS
President

Company Profile



D. Nomikos at a glance

€59,956,962
turnover
(1/7/2022-30/6/2023)

€2,602,365
investments
(2022-2023)

141,872 t.
of tomatoes in 2023

80%
exports

6,500t./day
production capacity

300
producers

10
producer groups

18,458
acres

101
permanent
employees

392
seasonal
employees

12%
of total
energy consumption
came from RES

0
Lost Time Injury
Frequency Rate (LTIFR)

The Company





D. Nomikos has been a successful enterprise for over a century, with roots on the island of Santorini. Our determination, vision, and belief in the values of respect, cooperation, trust, and development have made us the largest tomato processing

company in Greece and one of the oldest in Europe and the world.

D. Nomikos combines its family nature with development and innovation, producing authentic, high-quality products for its customers and consumers.

"3 generations...unchanging values"



-  Respect
-  Cooperation
-  Trust
-  Development



D. Nomikos has a clear vision: to become one of the largest tomato companies in Europe, by offering products of high nutritional value for customers and consumers, while prioritizing the fair treatment of employees, consumers, and producers.



Our history

A history that spans more than a century

The Nomikos family has a long and distinguished history in the tomato industry, which began in 1915 when Dimitris Nomikos founded a small craft in Messaria, Santorini. His business acumen led him to set up a state-of-the-art factory in Monolithos in 1922, marking the beginning of modern canning in the Balkans.

In 1945, his son, George Nomikos, took over the management and expanded the business with a new factory in Vlyhada, in the heart of the island's tomato plantations. The business is self-sufficient, with a can manufacturing unit for the production of the necessary packaging.

Despite the difficulties, such as the great earthquake in 1956, the Company not only

survived but also expanded to the island of Kos. In 1971, the now 'D. Nomikos S.A.' exported its first products and opened a new factory in Aliartos, Viotia.

The rise of tourism in Santorini during the 1980s made the local cultivation of tomatoes unprofitable. In 1981, the Vlyhada factory was closed, and the Company shifted its focus to mainland Greece. There, it opened a state-of-the-art factory in Domokos, Fthiotida, which, along with the one in Aliartos, was more efficient than the older factory.

D. Nomikos continued its growth with the inauguration of a new factory in Farsala in 2017, further consolidating its position as a leading force in the tomato industry.

1915

Dimitrios Nomikos sets up the first organized tomato processing factory in southeastern Europe, in Monolithos, on the island of Santorini.

1945

George, son of Dimitrios, sets up the second family factory on the island of Santorini, in Vlyhada.

1957

George starts the operation of a new factory department on the island of Kos.

1970

The business invests in one more factory in mainland Greece, in Aliartos.

1981

The Company expands its operations further north by building a new factory in the Domokos area.

2007

The Company acquires the Heinz Greece primary processing plant, "COPAIS".

2014

The Vlyhada factory in Santorini is converted into Tomato Industrial Museum.

2017

The Company expands its production capacity further by building a new factory in the area of Farsala.

2022

The Company expands its operations and enters into the production and sale of Apple Puree products.

TODAY

D. Nomikos is the biggest tomato processing company in Greece, and one of the oldest in the world. It is still family owned and is managed by the third generation of the Nomikos family.

Our identity: Tomato Industrial Museum "D. Nomikos"

On the beach of Vlychada in Santorini, with the impressive volcanic rock formations, the Tomato Industrial Museum "D. Nomikos" narrates stories, not only about the business history of Nomikos' family, but also about time, memories, and the inhabitants of the island.

Dimitrios Nomikos began his business venture by producing flour. He left behind an impressive relic of this activity: the 1887 internal combustion engine, one of the first single-cylinder diesel engines in Greece, which replaced the traditional windmill. Nomikos transported grain from Thessaly and produced flour for Santorini and the other Cycladic islands.

In 1915, he began producing tomato paste in Messaria. He then proceeded to found the first factory for canned tomato products in the Balkans in 1922, in the village of Monolithos, using the then most advanced technology. This innovation was instrumental in developing the tomato industry on the island and significantly boosted the local economy.

The main products of Santorini are tomatoes, wine, and barley (along with fava beans, peas, and white aubergine). The island's economy was built on the production of tomatoes and wine from the 1920s until the early 1970s. The

Santorini tomato, known as the "golden apple", is the ideal choice for tomato paste production thanks to its distinctive flavor, thick skin, small fruit, and high sugar content. The Santorini tomato thrives in the morning moisture and volcanic soil of its native island, with no additional irrigation needed, making it a sustainable and environmentally friendly crop.

George Nomikos, son of Dimitrios, built on his father's legacy, establishing a model factory on the beach of Vlychada in 1945. The factory was completed, in its majority, in the same year and started its operation immediately, even running without a roof in the first season. The machinery was brought to the site by a long and winding road. From the port, the machinery was carried for miles on the shoulders of the stackers. This was the most modern industrial production machinery available at the time, with a capacity to process 3,500 baskets of tomatoes a day.



The location was ideal, as sea water was used to wash the tomatoes and cool the machinery. George Nomikos is described as a "demanding but fair" employer, and first and foremost as a man who is energetic, dynamic, and consistent in his commitments. His commitment to technological innovation and sustainability highlights the growing importance of food safety and quality. The Nomikos family has continued to invest in technology and sustainability while maintaining close relationships with the local community.

The Tomato Industrial Museum "D. Nomikos" is a living testament to our unwavering commitment to sustainability, innovation, and social responsibility. The Nomikos family story is one of innovation and dedication, which continues to inspire, keeping the island's tradition alive and strengthening the local economy through sustainable agriculture and responsible entrepreneurship.

Our presence

From its origins on the island of Santorini, D. Nomikos has rapidly expanded its presence across Greece and the globe. The Company has three factories in Aliartos, Domokos, and Farsala, with its headquarters located in Athens.

The Company's diverse product range, su-

perior quality, and numerous certifications have established it as a global brand, exported worldwide. Its products meet the highest industry standards, supplying leading names in food production worldwide. Nomikos tomatoes are approved for use by manufacturers to the UK retailer Marks & Spencer (M&S).

These are supplied to them via Nomikos UK agent. **Historically, D. Nomikos was included by name in the limited Marks and Spencer list (M&S A List), implementing strict quality criteria, which means that the Company has been supplying products to demanding UK clients for many years now.**



of D. Nomikos product volume is exported to 54 countries

The Company exports its Greek products to:

Europe, Asia, the Middle East, Africa, and America.

- | | |
|-------------------------|----------------------|
| Albania | Lithuania |
| Algeria | Malta |
| Austria | Morocco |
| Bahrain | Netherlands |
| Belgium | Norway |
| Bulgaria | Oman |
| Cyprus | Philippines |
| Czech Republic | Poland |
| Denmark | Portugal |
| Djibouti | Qatar |
| Egypt | Romania |
| Estonia | Slovakia |
| Ethiopia | South Africa |
| Finland | Sudan |
| France | Sweden |
| Gabon | Switzerland |
| Germany | Tanzania |
| Ghana | Tunisia |
| Hungary | Uganda |
| Ireland | UK |
| Italy | Ukraine |
| Ivory Coast | United Arab Emirates |
| Japan | U.S.A. |
| Jordan | |
| Kazakhstan | |
| Kenya | |
| Kingdom of Saudi Arabia | |
| Kuwait | |
| Lebanon | |



Our facilities

We export and market our products from three factories in Greece: Aliartos, Domokos, and Farsala. Our facilities are equipped with the latest machinery, allowing us to produce

a full range of tomato products in packaging suitable for industrial, catering, and retail channels.

Our 3 factories have a capacity of more than 350,000 tons of fresh tomato fruit per year.

ALIARTOS PLANT

The Aliartos plant is equipped with state-of-the-art machinery and systems, specializing in secondary processing.

Products: Passata, Tomato Paste, Spiced and Plain Pizza Sauce

Available packaging: aseptic 20kg, hot fill line for 2.5, 3, 4, 4.5 to 5kg pouches, 1 glass jar line packing 70 to 720 g, and 3 Tetra Pack lines packing 250 and 500g



DOMOKOS PLANT

The Domokos plant has a processing capacity of 3,500 tons of fresh fruit per 24hrs and is equipped with state-of-the-art machinery and systems.

Products: Diced Tomatoes, Polpa, Passata, Tomato Paste, Pizza Sauce

Available packaging: 5 aseptic lines packing from 10, 20, 220 to 1,000 lt, 3 lines packing 1/2, 1, 2.5, 3, 4, and 5 kg tins



FARSALA PLANT

The Farsala plant has a processing capacity of 3,000 tons of fresh fruit per 24hrs.








Products: Diced tomatoes, Passata, Tomato paste, Pizza Sauce, and Apple Puree

Available packaging: 5 aseptic lines packing from 220 to 1,000lt



Our products

Our plants produce a variety of tomato and apple products, which we offer in various types of packaging for each distribution channel. In particular, we produce the following products:

-  **Tomato paste (CB & HB, in various concentrations)**
-  **Pizza sauce (plain or spiced)**
-  **Passata**
-  **Tomato juice**
-  **Polpa**
-  **Diced tomatoes**
-  **Apple puree**



Our Company's products are vegan, allergen-free, and gluten-free. They are Kosher and HALAL certified, meeting the needs of consumers.

Our products are available in packaging for the industrial, retail, and food service industries.






The following table depicts the distribution channels and the packaging in which they are available:

PRODUCT DESCRIPTION	CONCENTRATION	PACKAGING											
		50-750g GLASS JARS	400g METAL CANS EASY OPEN/STANDARD END	250ml and 500ml TETRA BRIK	1Kg (A2%) METAL CANS	2.5Kg (A9) METAL CANS	3Kg METAL CANS (A10) AND PLASTIC POUCH	5Kg METAL CANS (A12) AND PLASTIC POUCH	20Kg ASEPTIC BAG IN BOX	200Kg ASEPTIC BAG IN DRUM	1 ton ASEPTIC BAG		
TOMATOPASTE HOT BREAK AND COLD BREAK	UP TO 30 BRIX												
TOMATOPASTE COLD BREAK	36-38 BRIX												
PIZZA SAUCE/ CRUSHED TOMATOES UNSPICED	FROM 10 TO 22 BRIX												
PIZZA SAUCE/ CRUSHED TOMATOES SPICED	FROM 10 TO 22 BRIX												
TOMATO PUREE "PASSATA"	FROM 6 TO 12 BRIX												
APPLE PUREE													
POLPA	FROM 5 TO 9 BRIX												
PEELED DICED TOMATOES 9- 25MM, IN HOT OR COLD BREAK JUICE OR PUREE	FROM 5 TO 9 BRIX												
READY TO USE PASTA SAUCES UNSPICED													
READY TO USE PASTA SAUCES SPICED													
TOMATO JUICE	NFC												
		RETAIL CHANNEL			FOODSERVICE CHANNEL				INDUSTRIAL CHANNEL				

 AVAILABLE

Did you know

that the average distance for transporting tomatoes from the field to the factories is 60km, thus ensuring:

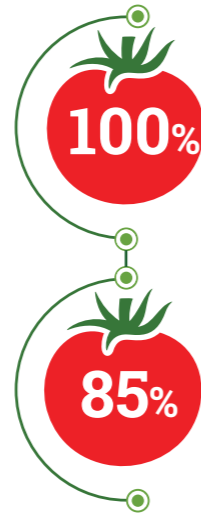
-  The high quality of raw materials and therefore of the final products
-  The reduction of the quantity that undergoes spoilage
-  Harvest planning
-  The reduction of transportation costs for the Company's farmers and factories
-  The reduction of CO2 emissions required for the transport of fresh tomatoes



The driving forces shaping our industry

Focus on food safety and quality

Investments in advanced processing equipment, sanitary practices, and compliance with regulatory standards highlight the demand for safe and quality food. The safety and high quality of tomato products reaching consumers are guaranteed by the continuous improvement of processing procedures and strict compliance with health standards.

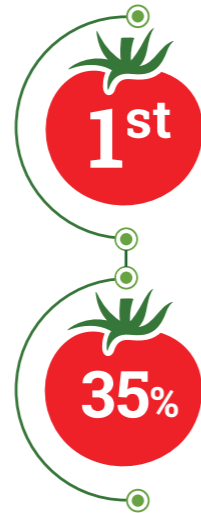


of our producers are certified with the private standard of Unilever SAC (FSA equivalent) and

with the Greek standard AGRO 2.1-2.2

Intelligent and regenerative agriculture

Smart farming technologies, including sensors, satellite imagery, and data analytics, enable producers to optimize the efficiency of their crops. These technologies facilitate, among others, precise resource management, plant health monitoring, and improved crop yields. Furthermore, regenerative agriculture prioritizes restoring and enhancing soil health, increasing biodiversity, and improving the ecosystem.



year of our pilot program of intelligent agriculture, in collaboration with Neurepublic, where

of producers participate

Technological innovation and digitalization

The use of automation and data analytics improves efficiency, reduces waste, and increases product quality. Digital technologies, including the Internet of Things (IoT), artificial intelligence (AI), and data platforms are the key to better production and supply chain management. Digitalization

facilitates real-time monitoring and the analysis of big data to predict problems and make informed decisions. In addition, the use of digital tools improves traceability and transparency, making processes more efficient and reliable.

In 2023, we piloted digital tools such as **Climate Field View** to monitor plant health in real time and **BiomeMakers** to assess soil quality.

Increasing demand for healthy and sustainable products

Consumers are increasingly demanding products with clean labels, organic ingredients, and environmentally friendly packaging. Transparency in sourcing and production methods is driving companies to adopt

traceability systems and sustainable practices throughout the supply chain. Companies are responding to consumer demands for products that promote health and environmental sustainability.



Greek company in the industry to adopt an integrated management system

Innovation and sustainable agriculture in industrial tomatoes

D. Nomikos is one of the oldest in the world and largest in Europe tomato manufacturers. The Company is focused on the future and invests in innovative solutions that will improve product quality and promote sustainable development. To this end, it invests in Research and Development and is committed to producing safe, authentic, and high-quality products that meet the highest standards. Since its establishment, the Company has been at the forefront of agricultural innovation, adopting internationally recognized good practices that are adapted to the unique climatic conditions of our country.

Despite the negative impacts of climate change in recent years, our innovative interventions have increased tomato production from 6.5 to 10 tons per acre. The Company's introduction of drip irrigation in 1999 was a game-changing move. It was later adopted by the Ministry and farmers across Greece, due to its effectiveness in reducing water consumption. The introduction of mechanical harvesting and planting technologies was another significant innovation that farmers embraced, further proving the value of innovation in improving production quality and quantity.



Innovation and the promotion of sustainability are inextricably linked to producers, who are at the heart of the effort to continuously improve the quality of the products provided. Since 2007, the Company has been implementing a pioneering process, directly monitoring the progress of the crops and

intervening where necessary to ensure the highest product quality. D. Nomikos is committed to implementing innovative solutions in our country and maintaining relationships with specialized institutions to create partnerships for research and development at all stages of the value chain.

Case study

Neuropublic's Gaiasense smart farming system

The Company is piloting Neuropublic's Gaiasense smart farming system as of 2023. This system aims at the rational use of natural resources and competitiveness increase by utilizing technology. Gaiasense constitutes an advanced, versatile, and precise system, consisting of a cutting-edge digital platform that gathers and analyzes land observation data from thousands of IoT sensors installed in arable fields. Based on the analyzed data, the system then

sends notifications to interested parties on their mobile phones, alerting them to take necessary action. D. Nomikos successfully implemented this system on a pilot basis, achieving a 19% reduction in water use and a 10% increase in industrial tomato production. The Company is firmly committed to respecting and protecting the natural environment and promoting sustainable agriculture.

↓ 19%
in water use



↑ 10%
of the industrial
tomato product

The system was piloted on 4,500 acres with 13 agrometeorological stations. In 2024, it will be installed on 6,000 acres with 20 stations,

covering all areas of tomato cultivation and placing the system on approximately 30% of the total acres.



Enhancing resilience and competitiveness

At D. Nomikos, we aim at strengthening our competitiveness and resilience to realize our vision and become the largest tomato industry in Europe. To this end, we prioritize the






use of innovative solutions that guarantee quality, by being committed to ensuring customer, consumer, and producer satisfaction.

Responsibility and Quality in Industrial Tomatoes

Quality assurance constitutes our top priority in order to achieve our goals for continuous improvement and further development of our business. Our commitment to quality products includes the adoption of sustainable practices and the implementation of management systems which ensure the protection of natural resources. This way we guarantee that the quality we offer extends beyond the product itself to processes which are environmentally friendly and socially responsible.

At D. Nomikos, we consider all aspects with regard to quality assurance, exceeding the

narrow limits of our activities. Our production is managed using an integrated system that includes the following:

-  Product quality and safety
-  Environment
-  Sustainability
-  Social responsibility
-  Traceability all the way to the field



By implementing this integrated management system, we guarantee that our production is in line with the principles of sustainable development and social responsibility. Our commitment to quality, innovation, and

sustainability is what allows us to remain an industry leader and offer products that meet the highest expectations of our customers and consumers.

Customer-centered Philosophy

D. Nomikos is committed to building trusting relationships with its clients, identifying their needs and taking the appropriate measures to satisfy them. To this end, it conducts

a customer satisfaction survey, records and follows up on every complaint submitted through a specific procedure.

Two-way communication and customer complaint management process

The Company has established two-way communication procedures to record, evaluate, and respond to customer feedback, including comments/remarks/non-compliance, identifying the causes and taking any necessary action.





The customer's communication reaches the Commercial Department and the Quality Assurance Department, where it is processed in order to respond and satisfy the customer, as well as to identify corrective and preventive actions in the context of continuous improvement.

Customer Satisfaction Survey

To ensure customer satisfaction, maintain high product quality, prevent issues from arising, and ensure continuous development, the Company conducts an annual customer satisfaction survey. The aim of the survey is to identify the Company's strengths and areas for improvement. This is achieved by sending out a questionnaire and by communicating with customers on a daily basis.

The Company has achieved a Customer Satisfaction rate of >90% over the last 20 years. Greek customers, but also foreign customers, including large multinationals, with high demands, participate in the survey.

The survey includes weighted criteria relating to:

-  **Product quality**
-  **Loading process**
-  **Support on documents requested by the client**
-  **After-sales support**

Responsible Supply Chain

The Company places particular emphasis on supply chain responsibility. The selection of suitable suppliers, who meet individual financial and quality criteria, is a key factor in the efficient operation of the Company and the maintenance of high product quality. Each plant is responsible for communicating its needs, and in the case of packaging

materials, these needs are defined through a Masterfile. Market research for supplier selection is initiated following a written request for supply from the head of each Department to the Purchasing Department, and a suitable supplier is selected following an analysis of specific commercial and non-commercial criteria.

Supplier Risk Assessment






To mitigate risks in the supply chain, the Company conducts a risk assessment for each supplier based on the material they provide to the Company and their location. Suppliers identified as high risk are subject to inspections by the Company itself. In ad-

dition, the Company conducts inspections of its key suppliers regardless of their certifications. New suppliers are inspected to ensure the quality of the materials supplied. In this way, the Company ensures its efficiency and reliability towards its partners.

Supplier Evaluation

The evaluation of the suppliers is based on specific criteria which have been defined and each has its own weight, and on which the

final ranking of suppliers in three categories (A, B, C) is established. In particular, the evaluation criteria are classified as follows:

-  **Operational (e.g. Planning, delivery)**
-  **Financial**
-  **Commercial Quality**
-  **Assurance**
-  **ESG**



of the suppliers are domestic suppliers

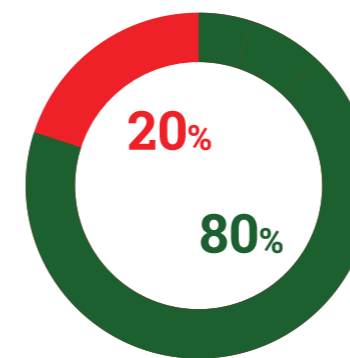




increase in supplier costs



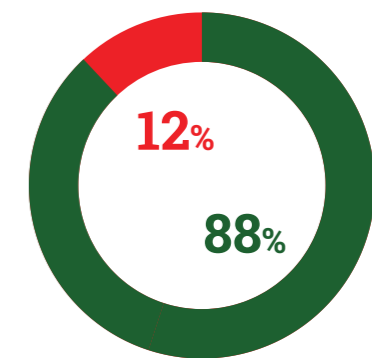
increase in domestic supplier costs

Supplier costs based on origin 2023*



-  Domestic suppliers
-  Foreign suppliers

Supplier costs based on origin 2022*



-  Domestic suppliers
-  Foreign suppliers

*These charts refer to all suppliers, except for suppliers of tomato, which is 100% Greek.

Awards 2023

The Company has long-term partnerships with several of its customers around the world, some of which go back many decades. D. Nomikos has been awarded several times, such as in October 2023 as Business Enabler by Pizza Hut, member of the Yum! Brands

Group, a customer for more than 20 years, that recognizes the Company's continuous commitment to promoting technological developments and strengthening partnerships, always focusing on sustainability.



Partnerships

D. Nomikos has invested in partnerships with the local community, organizations, customers, and partners to continuously im-

prove and develop the cultivation, production, and products of tomatoes.

The Company participates as a member in the following:

PEK (Panhellenic Cannery Association)	ΠΕΚ ΠΑΝΕΛΛΗΝΙΑ ΕΝΩΣΗ ΚΟΝΣΕΡΒΟΠΟΙΩΝ
SEV (Hellenic Federation of Enterprises) https://www.sev.org.gr/	
AITCG (Association of Industries of Thessaly & Central Greece) https://www.sbtse.gr/	

PEA (Panhellenic Exporters Association) http://www.pse.gr/	
SEVT (Federation of Hellenic Food Industries) https://www.sevt.gr/	
Arabic-Hellenic Chamber of Commerce and Development https://www.arabhellenicchamber.gr/?lang=el	

As a PEK representative, the Company participates in the following:

World Processing Tomato Council - WPTC https://www.wptc.to/	
International Mediterranean Association of Processed Tomatoes - AMITOM https://www.amitom.com/	
Tomato Europe Processors Association, formerly known as OEIT https://tomatoeurope.eu/	

More specifically, the President Dimitris Nomikos has been an active member or even President of many of these for many decades, offering his Company knowledge and expertise. D. Nomikos has collaborated in research projects and various studies with the Institute of Soil Mapping and Classification of Larisa, the National Agricultural Research Foundation and now merged into the Hellenic Agricultural Organization-DIMITRA (ELGO-DIMITRA), the National Technical University of Athens, as well as with major customers, aiming at continuous improvement and at the creation of sustainable products.



Close cooperation with producers as a key pillar of sustainability



Building trusting relationships

D. Nomikos has been at the forefront of the tomato industry for over a century, forging strong relationships with producers along the way. It has developed a solid network of partnerships, which has become a pillar of sustainability and innovation, and has cemented the Company's leading position in the sector. These relationships are long-lasting -there are partnerships with third-generation producers to this day-, creating a framework of stability and mutual trust which benefits both the Company and the farmers.

This strategic relationship is a competitive advantage for the Company. It improves overall efficiency and quality while reducing the costs of agricultural production. By introducing innovative techniques and support programs, D. Nomikos enhances the ability of producers to meet market de-

mands and the challenges of modern times. Through these initiatives, the Company actively contributes to the modernization and development of agricultural cultivation, supporting regional and national economic development.

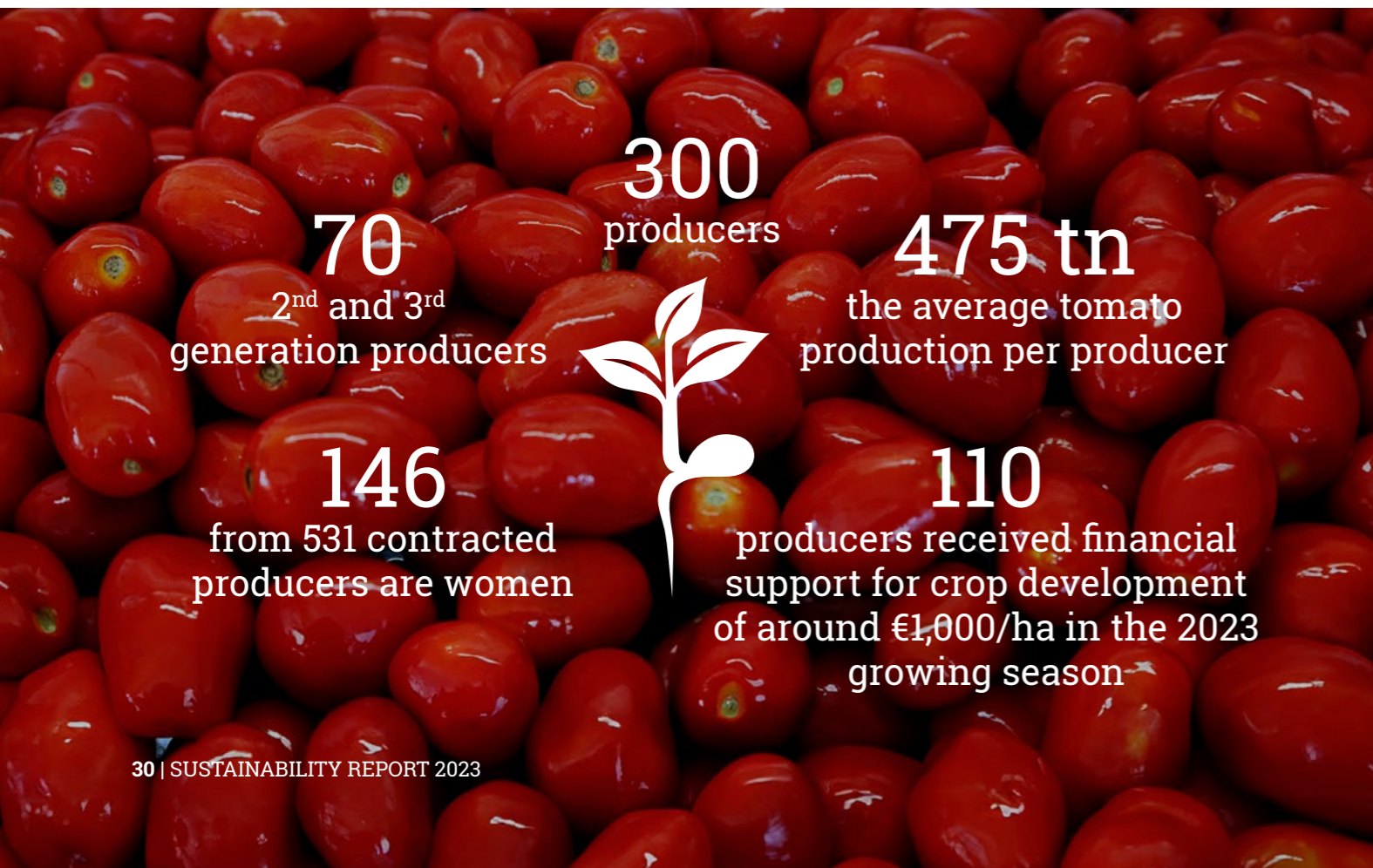
Since its establishment, D. Nomikos has systematically encouraged the organization and participation of producers in cooperatives, providing the necessary tools for their support and development. These cooperatives are essential for combining the resources, knowledge, and efforts of their members, increasing their collective strength and competitiveness on the market. The Company's approach also makes room for individual producers, offering opportunities for cooperation and inclusive growth regardless of their production potential.

Case study

The voice of our producers

My name is Konstantinos. I am 24 years old, and I am studying agriculture. I have been growing tomatoes since I was very young, following in the footsteps of both my father, Patroklos, and my grandfather. My father made his first industrial tomato contract with Nomikos in 2003, on just 50 acres. Together, my father and I manage over 2,500 acres of farmland, with 700 dedicated to industrial tomatoes. For over 20 years, we have been continuously growing industrial tomatoes and investing annually in new technologies to enhance quality, productivity, and reduce cultivation costs.

I was one of the first members to join CLUB NOMIKOS in 2022, which is proof of our close cooperation with the Company. I also joined the Company's Smart Farming program through CLUB. It's a very constructive program that helps manage the crop. The irrigation graphs and nutrition advice help producers save water and limit expenses. For me, D. Nomikos means reliability and cultivation without fear. The Company has helped us understand what quality means and how to achieve it, and we hope to continue on this path with the industry's support.



Transparency and Accountability Framework

Recognizing the importance of transparency and accountability, the Company has implemented a robust framework for its cooperation with producers, entering into contracts with them that clearly define the rights and obligations of all parties. These contracts also ensure the price and quantity of production, as well as specific quality characteristics, environmental obligations, and other important ESG criteria. The prices, which are recorded and guaranteed in the contracts, are a crucial aspect of the transparency and security that the Company provides to producers.

Producers are required to keep detailed records of their cultivation operations in field diaries, either electronically or in writing. This ensures accuracy at every step of the cultivation process. The contracts with both cooperatives and individual producers encourage transparency and close cooperation, demonstrating the Company's commitment to sustainable development.



The cycle of continuous cooperation

The relationship with producers is constant and dynamic. Thus, D. Nomikos has developed a cycle of cooperation from sowing/ planting to harvesting. This continuous interaction does not end with the delivery of the crop, yet begins again with the planning for the following year. The Company's commitment to development and continuous

improvement showcases its firm belief in producing agricultural products of the highest quality. The Company's strategy for integrated and sustainable management is built on three main pillars: technology, education, and the protection of the environment and the producer community.



1. Introduction to the Process
2. Announcement of pricing policy for the next crop year
3. Producers' intention to grow crops
4. Attendance at informative events of producers and agriculture department
5. Scheduling plantings and contracting with producers/producer groups
6. Delivery of seeds to partner greenhouses
7. Receipt of plants from the greenhouses
8. Planting of industrial tomatoes in the field
9. Monitoring of cultivation by the agriculture department of the industry
10. Start of harvesting
11. Quality Control and evaluation of fresh tomatoes
12. Evaluation of producers

D. Nomikos maintains constant cooperation with producers. At the end of the harvest, the Company starts preparing for the next planting cycle. Each November, the Company receives the producers' intentions

regarding the crop and their production expectations for the following year. Contracts are then signed, including prices and other necessary details, providing producers with assurance and security for the future.

March marks the start of the sowing and planting season. Producers must ensure they have properly prepared the fields, maintained the machinery, and have the right irrigation system in place to be ready for planting.

When it comes to harvesting, meticulous planning is key. Once producers are ready, they inform the industry and, depending on the daily schedule, a harvesting “coupon” is issued. This ensures the process is regulated, guaranteeing the fruit is picked in an orderly

and efficient manner, with no delays and only the best tomatoes received.

The quality of tomatoes is checked in an objective and transparent manner. Each batch is checked under the supervision of an agronomist, and this process may be carried out in the presence of the producer or their representative.

D. Nomikos proactively builds trust with producers by fostering open communication and their involvement in quality control.

The producer as supplier and customer

In 1999, the Company launched a pioneering initiative. It set up an agricultural store that supplied producers with high-quality nutritional products and plant protection products, thus enhancing quality control and the safety of their products. This way, it converted producers/suppliers into customers. This process did not restrict producers, but allowed them full autonomy and offered them the choice of embracing this initiative without any obligation.

Over time, the majority of producers placed their trust in the Company’s agricultural stores for the purchase of necessary materials for tomato cultivation, while for their oth-

er agricultural needs they maintained their personal agronomists. This opportunity to choose improved collaboration and contributed to maintaining strong relationships between the Company and the producers, without affecting their existing relationships.



of the seeds used are non-genetically modified (non-GMO)

D. Nomikos: the first industry to implement an integrated management system in Greece

Recognizing the importance of integrated management, D. Nomikos implements strict standards to minimize the impact on the environment and society, and to guarantee the best quality and production optimization. Since establishing producer groups and cooperatives, the Company has offered financial incentives for their certification, resulting in 85% of producers being certified to date. The Company uses the AGRO 2.1-2.2 standards to direct farms to improve the en-

vironmental and quality specifications of their products. The remaining 15% of producers, who do not belong to a cooperative, have not undertaken certification because the costs are too high and difficult to cover by a single producer. However, the Company ensures that these producers comply with established quality and safety standards and are committed to policies, procedures, and controls, regardless of being certified.

This integrated approach guarantees not only consistent product quality throughout the production chain, but also transparency in the procedures followed by the Company. Furthermore, the focus on including smaller producers strengthens social cohesion, offering equal opportunities for growth and access to innovative practices and technologies. The Company recognizes the importance of active participation of all producers, regardless of size, in the collective effort towards sustainability, quality, and environmental responsibility. This integrated approach contributes significantly to the

empowerment of rural communities, the increase of their collective strength, and the improvement of their competitiveness in the marketplace.



of our producers are AGRO 2.1-2.2 certified

Furthermore, the Company has implemented a pioneering certification system which is a private Unilever Company protocol on sustainability and has been widely adopted by all producers. Producers who meet the criteria of this certification system also receive guaranteed prices for their products, ensuring financial stability and continuity. The Company's supervision of the harvest

and the procedures followed by the producer guarantees the high quality of the products. In addition to quality criteria, producers must meet a range of other ESG standards. Assessments conducted to obtain the necessary certifications address child labor, discrimination, and legal compliance issues, reinforcing their corporate responsibility and commitment to international standards.

Integrated Management offers significant benefits at all levels of the production chain:



Ensures full control throughout the entire production process



Ensures that the producers involved are always informed and trained



Promotes the protection of producer and consumer health



Contributes to the reduction of production costs through the rational use of resources such as water, fertilizers, and plant protection products



Strengthens the protection of the environment



Guarantees the production of safe and high-quality agricultural products that meet market requirements



To enhance tomato production quality the Company applies the crop rotation system to its producers. This method is designed to prevent the same field from being used for tomatoes' cultivation for five years to improve soil fertility and promote crop sustainability. During this period, the producer can cultivate different types of crops in a way that benefits soil quality. This approach is an essential and stable solution for maintaining soil fertility and increasing productivity.

D. Nomikos, with a focus on the future, is one step away from implementing a scoring system for producers that will assess both quali-

tative and quantitative criteria, as well as ESG parameters. This system, which is still under development, will operate on the basis of a point system, where each producer's score will determine the allocation of contracts. This is crucial because producers often produce quantities that exceed the Company's needs, necessitating a clear prioritization process. Producers with specific scores will be prioritized, indicating the Company's clear commitment to building long-term, sustainable relationships founded on rigorous quality standards, aiming at sustainable production and growth.

Every year two farmers are awarded for the
"Best Tomato Quality"
In 2023, the awards were given to:

 **KOUTSAUTOULIS
ANTONIOS**

 **KOSTOULIS
KONSTANTINOS**



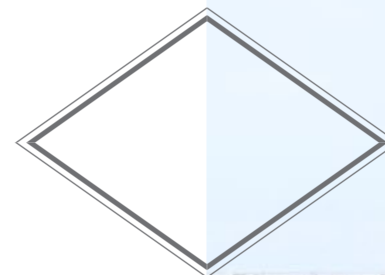
Innovative solutions for crop protection and safety

The Company is meeting the challenges of climate change head-on with an innovative approach to production insurance. D. Nomikos offers private insurance coverage for risks not recognized by the Hellenic Agricultural Insurance Organization (ELGA), such as water saturation. The Company has been relentless in its pursuit of improved insurance conditions from ELGA, acting as an intermediary between public bodies and producers. It has demanded that the public body offer more equitable coverage that includes not only costs, but also the actual loss of revenue.

In this context, D. Nomikos has successfully developed specialized private insurance plans with ERGO Insurance to protect producers from extreme weather events, such as the recent flooding caused by Storm Daniel. These events, which often severely affect production, highlight the need for well-structured insurance measures. D. Nomikos is the only company that has achieved

a special license for tomato insurance, which provides insurance coverages designed specifically to meet growers' needs. This innovation does not concern only the provision of insurance against conventional risks, but also the management of risks that have traditionally been ignored, such as water saturation. This initiative ensures a continuous flow of quality agricultural products to the market, despite the uncertainties brought about by climate change.

This private insurance plan is offered as a free benefit to producers who meet certain performance and sustainability criteria. For those who do not meet these criteria, the Company provides the insurance as an advance payment, which is then deducted from the sales of industrial tomatoes made by the producer to the Company. This is an innovative solution that significantly enhances security and stability for producers by providing a guarantee against financial losses due to natural disasters.



Science at the producer's service

D. Nomikos has invested systematically in providing financial and technical support to producers. Offering agronomic services is a critical strategic practice that enhances the quality and productivity of crops. Integrating science into farming practices is the key to developing sustainability in the agricultural sector. It also creates a dynamic community of producers who are equipped with the knowledge and tools to achieve the highest possible yield in conjunction with sustainable development.

In 2007, the Company implemented an innovative process for directly monitoring the progress of crops and intervening where necessary to ensure the highest product quality. Ongoing agronomic advice and information on the correct choice of plants and hybrids, safe crop protection, and enhancement of soil quality are essential for improving yield and crop sustainability.

This strategy has resulted in the improvement of processes and the implementation of good agricultural practices, which contribute to economic growth, promoting the protection of the natural environment throughout the production chain, and the well-being of farmers and society in general. D. Nomikos safeguards the sustainability and innovation of the agricultural ecosystem, while strengthening the relationship with producers and ensuring transparency, which is essential for the continued growth and progress of the agricultural sector.



agronomists available to producers



Case study

Implementation of Syngenta's Operation Pollinator Program by D. Nomikos

Syngenta is taking decisive action to boost the pollinator population and biodiversity through the implementation of the Operation Pollinator program. Operation Pollinator was launched in 2013 in pilot fields and in research projects in collaboration with organizations, supporting the European Union's Biodiversity Strategy and the European Green Deal. D. Nomikos, as the leading Company in the processing of tomato products in Greece, has adopted this program in the industrial tomato fields of its partner producers.

The project can help farmers to create new habitats, particularly at the margins of fields and in low productivity areas, by using targeted seed mixtures of flowering plant species to improve biodiversity and ecosystem services in the rural environment, such as pollination, natural pest control, and better soil management. This was achieved

through the sowing of flowering plants that attract pollinators and improve biodiversity. The program also contributed to the improvement of pollination, natural pest control, and soil management.

The Company aims to expand the program by encouraging more producers in the region of Thessaly to adopt these sustainable practices. Through this initiative, D. Nomikos is committed to producing quality products using environmentally sustainable methods, while enhancing biodiversity.

Programs like Operation Pollinator are essential for sustainable agriculture and biodiversity protection. The Company is pleased to report positive results, including an increase in the pollinator population and the presence of beneficial insects in the flowering plant zones.

[More information here](#)



Smart Farming

D. Nomikos leads in the implementation of pioneering solutions in our country, maintains relationships with specialized institutions and forms partnerships aiming at research and development at all stages of the value chain. In this context, it implements various programs, such as those of regenerative agriculture, with a focus on field sustainability through soil enrichment with microorganisms and trace elements. The Company, in collaboration with Bayer, participates in a project to improve soil biodiversity in selected fields using beneficial microorganisms. This is crucial as the majority

of the production is exportable and subject to high international quality standards. To this end, the Company has established a list of approved active ingredients, much stricter than the national list, which it communicates to its partner producers. Furthermore, regular analyses and checks are conducted on both the finished product and the fresh tomatoes to ensure there are no residues. D. Nomikos maintains close communication with producers and cooperating agricultural retailers to ensure effective implementation of specifications and continuous improvement of agricultural practices.



35% of our acres are included in the Smart Farming program



4 producers participating in the Bayer project

In addition, for the second consecutive year, a pilot program on smart farming is being implemented in collaboration with Neuropublic, aiming to achieve sustainable farming through the use of technology. This program incorporates modern agricultural techniques and methods that respect the environment while enhancing productivity, with an emphasis on their application by farmers. Moreover, it offers farmers access to the Gaiasense system, one of the most advanced smart farming services at a European level. Participants have continuous access to data and analyses that help improve

production and reduce the environmental footprint of their crops. This effort ensures that producers have access to the benefits and potential of smart agriculture, making the technology more accessible and applicable to all.

The introduction of innovation aims to address specific challenges in the production of industrial tomatoes, such as water saturation. D. Nomikos was the first to implement humping, which significantly reduced the risk of production failure due to flooding. This technique protects production, optimizes water use, and enhances plant pro-

tection. Humping requires special machinery, and, for this reason, the Company took the initiative to subsidize the cooperatives in acquiring them. In addition, the Company purchased single-row planters. In the same context, new planting techniques were developed, such as single-row humping planting, as opposed to the traditional double row, offering producers alternative forms of crop management. Furthering its efforts concerning sustainable development, the Company implemented a research program to address the obligate holoparasite orobanche, a significant threat to tomato farming. Orobanche is a persistent global problem that prevents healthy plant growth and severely affects productivity. D. Nomikos is actively

seeking solutions, in collaboration with various scientific institutions, with a focus on developing methods to reduce or eliminate the effects of the holoparasite.

The Company covers the costs of these initiatives, while offering financial incentives to producers who adopt them. These actions and initiatives are designed to enhance productivity and protect the environment while offering optimized solutions to a multitude of modern agricultural challenges. D. Nomikos aims to be a pioneer in the market and, recognizing the importance of collaboration and continuous evolution, it offers practices that serve not only the immediate needs of farmers but also the future challenges of the global agricultural community.



Partnerships for sustainability

Bayer, Syngenta, and FMC are the industry leaders in plant protection. However, in recent years, these companies have made a decisive shift towards a more sustainable agriculture, striving to reduce their carbon footprint and create a healthier and more sustainable future. Bayer, for example, has committed to reducing greenhouse gas emissions from agriculture by 30% by 2030.

By developing cutting-edge technologies and products, these companies aim at reducing the use of chemical active ingredients.

They are conducting research to create more bioactive, eco-friendly, and sustainable products and substances, that are just as effective as chemicals and reduce the effect on human health through nutrition. These companies' shift towards more sustainable solutions and research is vital to achieving the Sustainable Development Goals. Through such partnerships and initiatives, at D. Nomikos, we are able to ensure that agriculture continues to flourish while delivering benefits for the environment and future generations.



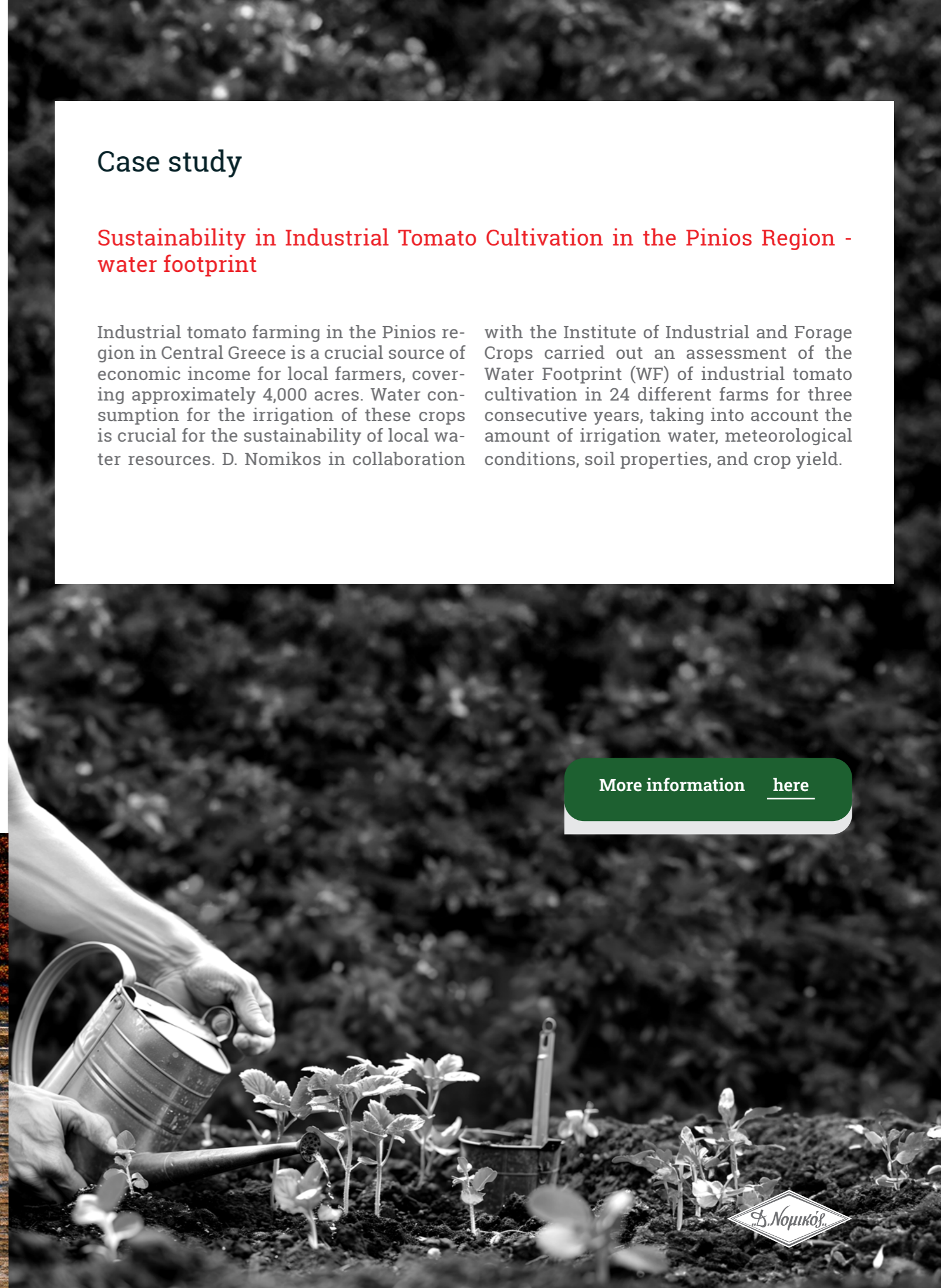
Case study

Sustainability in Industrial Tomato Cultivation in the Pinios Region - water footprint

Industrial tomato farming in the Pinios region in Central Greece is a crucial source of economic income for local farmers, covering approximately 4,000 acres. Water consumption for the irrigation of these crops is crucial for the sustainability of local water resources. D. Nomikos in collaboration

with the Institute of Industrial and Forage Crops carried out an assessment of the Water Footprint (WF) of industrial tomato cultivation in 24 different farms for three consecutive years, taking into account the amount of irrigation water, meteorological conditions, soil properties, and crop yield.

[More information here](#)



Continuous training and awareness-raising for sustainability

The Company implements established communication methods with producers at regular intervals and throughout the planning of plantings, which is crucial for planting and harvesting. The timing of tomato harvesting operations, particularly in July, August, and September, is vital to ensure a high-quality end product. During these meetings, issues such as fertilization, plant protection, and irrigation are discussed in detail. The Agricultural Service holds one-on-one meetings with producers and, alongside analytical supervision, plans training sessions to in-

roduce new policies, standards, quality requirements, and procedures.

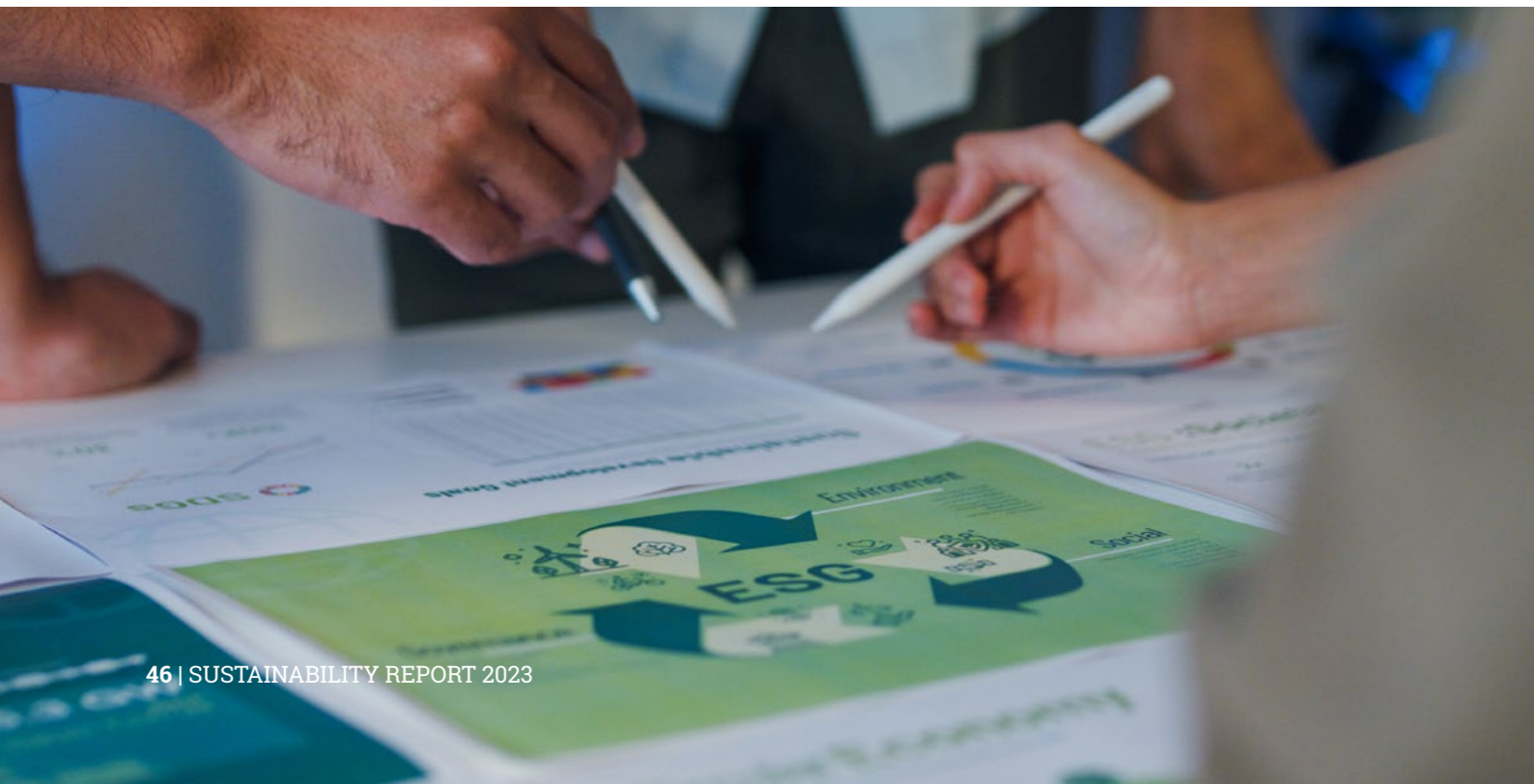
Meetings held in the field allow for immediate evaluation of the crop and immediate intervention where necessary. This process ensures that producers maintain high profits from their crops, while being satisfied and committed to producing high-quality crop. Third-party smart farming training programs have introduced innovations and enhanced the implementation of sustainable practices, supporting continuous improvement and sustainability.



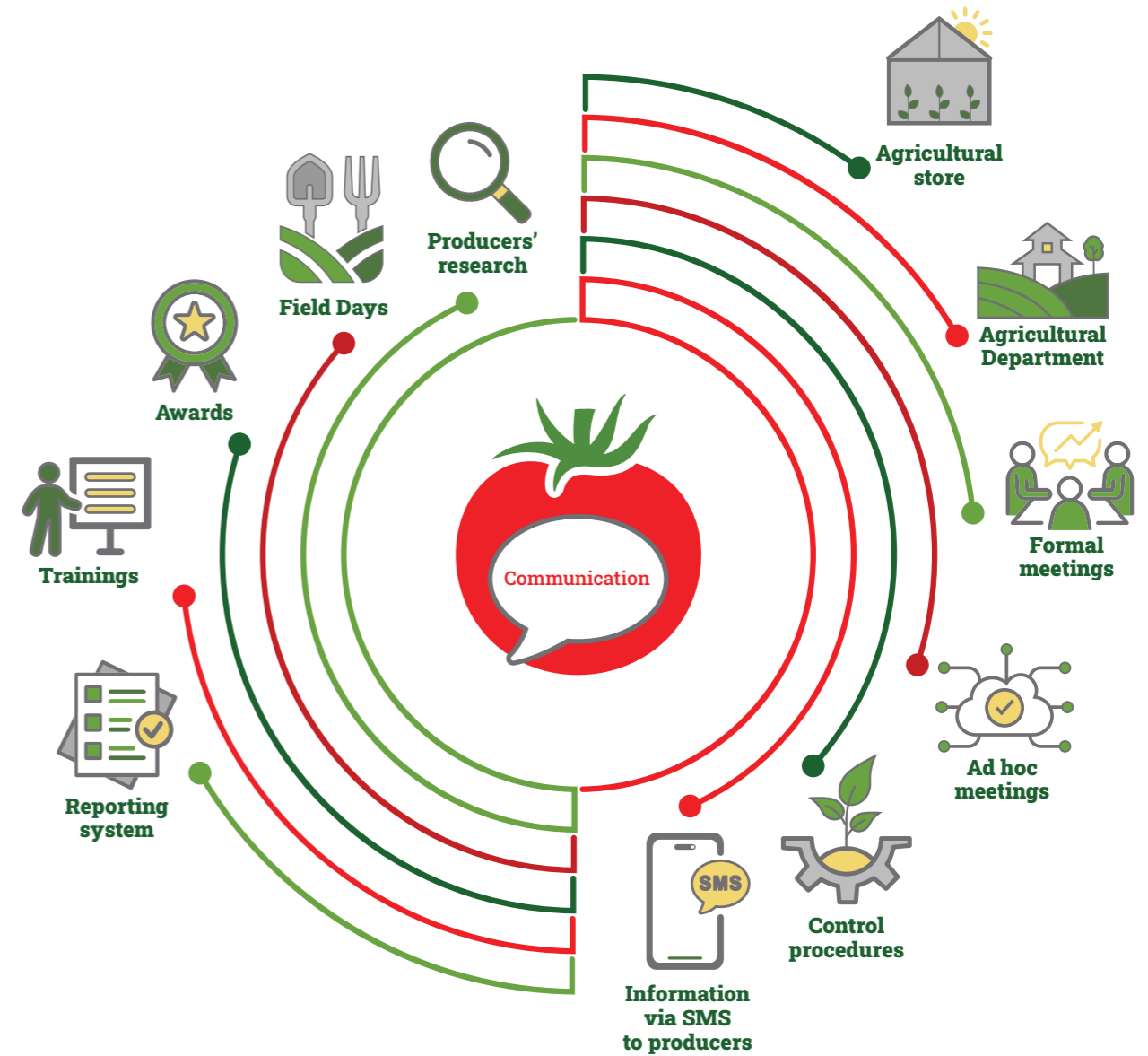
Annual training program for producers



Average training hours of producers



Communication channels with producers:



Our approach to Sustainable Development



Sustainable Development for D. Nomikos

The Company has integrated sustainable development into the core of its business since its inception, with the aim of achieving long-term growth and strengthening its resilience. Recognizing the value of balanced economic, social, and environmental development, the Company closely monitors global trends and stays at the forefront of developments by adopting innovative solutions that incorporate cutting-edge technology and sustainable practices. Through innovative solutions that combine technology

Environment

To reduce our environmental footprint, we implement farming practices that combine respect for the environment with efficiency in the production process. Monitoring and reducing the carbon footprint of our activities, managing natural resources properly, and reducing the environmental impact of

with agriculture and efficiency with environmental sustainability, the Company succeeds in offering its customers and consumers high-quality products with a reduced environmental footprint. The Company's commitment to sustainable development is manifested in every aspect of its business, ensuring the protection of natural resources and support for the local community. To this end, it has developed key pillars for Sustainable Development, as set out below:

our operations are at the heart of our efforts. Through research and the application of innovation, we are contributing to reducing the negative environmental impact of tomato production. Through the use of technology, we aim to improve the environmental performance of our production units.



Society

D. Nomikos places particular emphasis on creating a positive social footprint and promoting sustainability in the agricultural sector. The Company offers top quality products with high nutritional value that enhance consumers' trust. The Company's exports contribute significantly to local and regional development, as well as to the overall development of the agricultural sector in Greece. In addition, D. Nomikos invests in research and development and collaborates with institutions and universities to increase the produc-

tion and sustainability of agricultural products. These partnerships promote innovation and sustainability and provide solutions that are used by the entire agricultural sector.

To support the local economy, D. Nomikos is committed to creating jobs and providing equal opportunities for all without discrimination in a meritocratic and healthy working environment. Strengthening local employment and collaboration with local markets is a key priority for the Company, promoting economic development in the areas where it

operates.

Producers play a dual role for the Company acting both as suppliers and customers. The Company focuses on its relationship with producers, actively supporting them through training and encouraging them to follow international best practices that promote sustainability.

At the same time, D. Nomikos collaborates

with institutions and organizations, actively supporting vulnerable groups, while operating the Tomato Industrial Museum in Santorini, contributing to the region's cultural development and tourism promotion.

Through these initiatives, D. Nomikos actively demonstrates its commitment to social responsibility and sustainable development, creating a positive social and economic impact at all levels.



Responsible Operation and High Quality

Transparency and accountability are values that characterize the Company's operations and contribute to building long-term relationships of trust with our stakeholders. In this context, we place special emphasis on

quality, through certified Management Systems and certifications, which allow us to increase our export activity and ensure the high quality and safety of our products.



Case study

Unilever Sustainability Project

In 2021 and 2022, the Company participated in the Unilever Sustainability Project, which aimed to promote sustainability and protect biodiversity. The Unilever Project consists of small actions of great importance for the protection of bees and biodiversity in general, through the implementation of sustainable agricultural practices.

1. Pollinator reinforcement

As part of this project, ten farmers in Thessaly agreed to plant bee-friendly borders/flower margins around their tomato fields and to place nests in such a way as to attract more birds that feed on crop-damaging insects.

In addition, the Company participated in a two-year biodiversity project with the application of field margins, using different seed mixtures and the introduction of pollinator insects. By increasing the population of pollinators, biodiversity was successfully improved, beneficial insects were protected, and the natural environment was enhanced.

2. Zero pesticide residues

The aim of the project is to conserve biodiversity through lower dosage of agrochemicals and the study of the impact of field margins on pesticide residues in soil and water channels. D. Nomikos participated in the project with the clear goal of protecting biodiversity.

3. Protecting the birds

The project focused on the installation of bird nests in specially selected sites, aiming to protect rare species, such as the lesser kestrel (*Falco Naumanni*), and to reinforce the local ecosystem, in collaboration with the Hellenic Ornithological Society (HOS). In addition, we distributed bird nests to farmers and to specific primary schools, raising children's environmental awareness and strengthening their relationship with the natural environment.

Case study

D. Nomikos Sustainable Management of Industrial Tomatoes - carbon footprint

In modern agriculture, the fundamental objective is to produce high-quality agricultural products while protecting the environment. It is imperative that measures be adopted in all sectors, including agriculture, in response to the changes in climatic characteristics resulting from climate change, such as the increase in average temperature. D. Nomikos recognizes the importance of sustainable development and is working in collaboration with the Institute of Soil Mapping and Classification of the Hellenic Agricultural Organization "DIMITRA" and the Greek Ministry of Rural Development and Food on the implementation of progressive farming practices based on the AGRO 2-1 standard.

This collaboration focused on the investigation and evaluation of soil and plant parameters to determine the best management practices for the farming of industrial tomatoes. As part of the project, 530 soil samples were analyzed from around 110 farms to specify the soil fertility parameters that determine the fertilization of the crop in accordance with the integrated management system (IMS) of the AGRO 2.1-2.2 standard. Similarly, nutrient concentrations in leaf samples were determined, to assess the nutrient status of the plants.

The integrated management system was thoroughly implemented in ten pilot farms,

soil and leaf sampling was carried out, and crop yield, soil fertility parameters, plant nutritional status, and carbon sequestration were determined. Furthermore, the carbon footprint of the crop was calculated using appropriate models, such as Unilever's Muddy Boots and Cool Farm Tool (<https://coolfarm.org/>). Cool Farm Tool is a greenhouse gas calculation tool developed by the University of Aberdeen in collaboration with Unilever. It is easy to use and provides instant results, allowing users to quickly explore different scenarios by asking the "what if" question. It calculates greenhouse emissions, including those deriving from the field.

The results of the study definitively highlighted the importance of sustainable management in the farming of industrial tomatoes, contributing to the reduction of the environmental impact and the improvement of the efficiency of natural resources. The annual carbon footprint calculation provides invaluable insight into the environmental impact of the crop, driving the adoption of the best agricultural practices. Through this initiative and its partnership with the Greek Ministry of Rural Development and Food, D. Nomikos is proud to demonstrate its unwavering commitment to sustainability and the adoption of cutting-edge practices to protect the environment.

Communication with Stakeholders

Effective and two-way communication with all groups of stakeholders is a top priority for us, at D. Nomikos, as it enables us to swiftly and efficiently identify and respond to any issues that arise. We facilitate meaningful dialogue with all groups through our developed communication channels, ensuring the exchange of views and effective management of issues. D. Nomikos considers the following groups of stakeholders to be of the utmost importance:



Shareholders



Employees



Producers



Local Communities



Customers



State & Public Authorities



Business Community



Suppliers and Subcontractors



Financial Institutions

Stakeholder Groups and Communication framework



SHAREHOLDERS

(Frequency of communication: Annual)

Communication channels

- Press releases, announcements, and presentations
- General meetings
- Financial Statements
- Sustainability Report

Issues/topics prioritized by each group

- Preserving Company Reputation
- Reliability and Transparency
- Company growth, profitability and sustainability
- Dividends

Company response to these issues

- Sound Governance
- Publishing results, announcements, and reports with sufficient and reliable information
- Sustainability Report
- Effective Management



EMPLOYEES

(Frequency of communication: Daily)

Communication channels

- Open door policy
- Communication by telephone and email
- Bulletin boards
- Volunteer actions

Issues/topics prioritized by each group

- Recognition and reward
- Development and training
- Health and Safety
- Fair treatment
- Remuneration and fringe benefits
- Job satisfaction

Company response to these issues

- Development of policies and procedures
- Management systems
- Additional benefits for employees
- Adoption of best collective and custom practices



PRODUCERS

(Frequency of communication: Daily)

Communication channels

- Meetings
- Press releases
- Communication by telephone
- Corporate social responsibility activities
- Corporate website
- Trainings
- Agricultural Department

Issues/topics prioritized by each group

- Development and training
- Health and Safety
- Environmental responsibility
- Positive impact on society and the environment
- Creating job opportunities
- Contributing to the economic development of local communities

Company response to these issues

- Dialogue and building close relations with farmers
- Local procurement
- Initiatives and social actions
- Certifications
- Research programs
- Training programs
- Provision of raw materials and know-how
- Benefits and voluntary services



LOCAL COMMUNITIES

(Frequency of communication: Daily)

Communication channels

- Meetings
- Press releases, presentations
- Communication by telephone and email
- Corporate social responsibility activities
- Corporate website and social media
- Magazines
- Sustainability Report

Issues/topics prioritized by each group

- Sponsorships and donations
- Environmental responsibility
- Positive impact on society and the environment
- Creating job opportunities
- Contributing to the economic development of local communities

Company response to these issues

- Dialogue and building close relations with local communities
- Creating job opportunities
- Local procurement
- Initiatives and social actions



CUSTOMERS

(Frequency of communication: Daily)

Communication channels

- Communication by telephone and email
- Corporate website and social media
- Press releases, presentations
- Participation in exhibitions
- Media
- Sustainability Report

Issues/topics prioritized by each group

- Business Agreements
- Product quality and safety
- Complaints management
- Response to their requests
- Technical support
- Maximizing value/price
- Information
- Innovation

Company response to these issues

- Certifications
- Management systems
- Policies and Procedures
- Sustainability Report
- Customer portal information
- Customer audit



STATE & PUBLIC AUTHORITIES

(Frequency of communication: When deemed necessary)

Communication channels

- Press releases, presentations
- Financial statements
- Communication by telephone or email

Issues/topics prioritized by each group

- Compliance with applicable National and European legislation
- Tax compliance
- Economic development
- Sound governance

Company response to these issues

- Annual Financial Statements
- Economic growth and contribution to regional development
- Sound governance



BUSINESS COMMUNITY (Peers, Leaders)
(Frequency of communication: When deemed necessary)

Communication channels

- Cooperation initiatives and actions
- Corporate website
- Press releases
- Sustainability Report
- Events and meetings
- Conferences and exhibitions

Issues/topics prioritized by each group

- Resolving issues concerning the industry
- Cooperation and information
- Strong partnerships

Company response to these issues

- Sustainability Report
- Investments in Research and Development
- Best practices
- Participating in a leading position in sectoral associations



SUPPLIERS & SUBCONTRACTORS
(Frequency of communication: Daily)

Communication channels

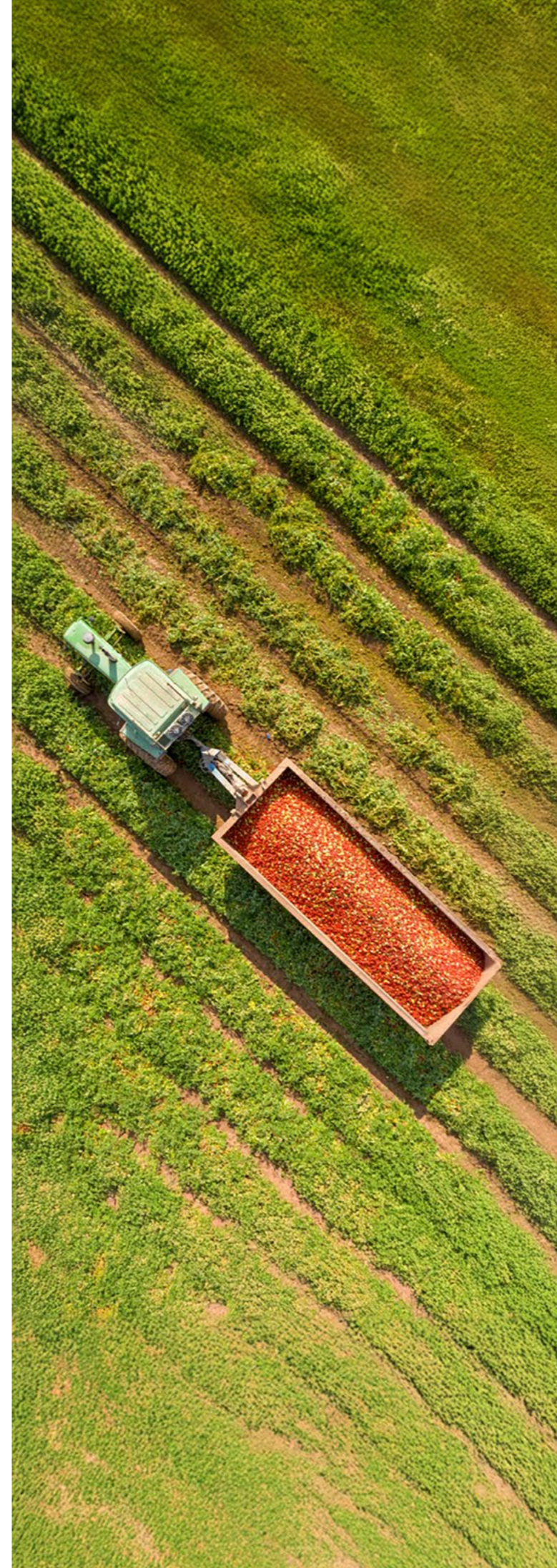
- Financial statements
- Sustainability Report
- Communication by telephone and email
- Corporate website and social media
- Press releases
- Meetings

Issues/topics prioritized by each group

- Remuneration
- Economic development
- Health and safety at work
- Transparency and credibility
- Compliance with market laws and regulations

Company response to these issues

- Establishing permanent and stable relationships
- Sound governance
- Sustainability Report



FINANCIAL INSTITUTIONS
(Frequency of communication: Weekly)

Communication channels

- Financial statements
- Corporate website
- Meetings
- Communication by telephone and email
- Customer platforms

Issues/topics prioritized by each group

- Targets and strategic priorities
- Risk management
- Investments
- Compliance with market laws and regulations
- Information about Company services

Company response to these issues

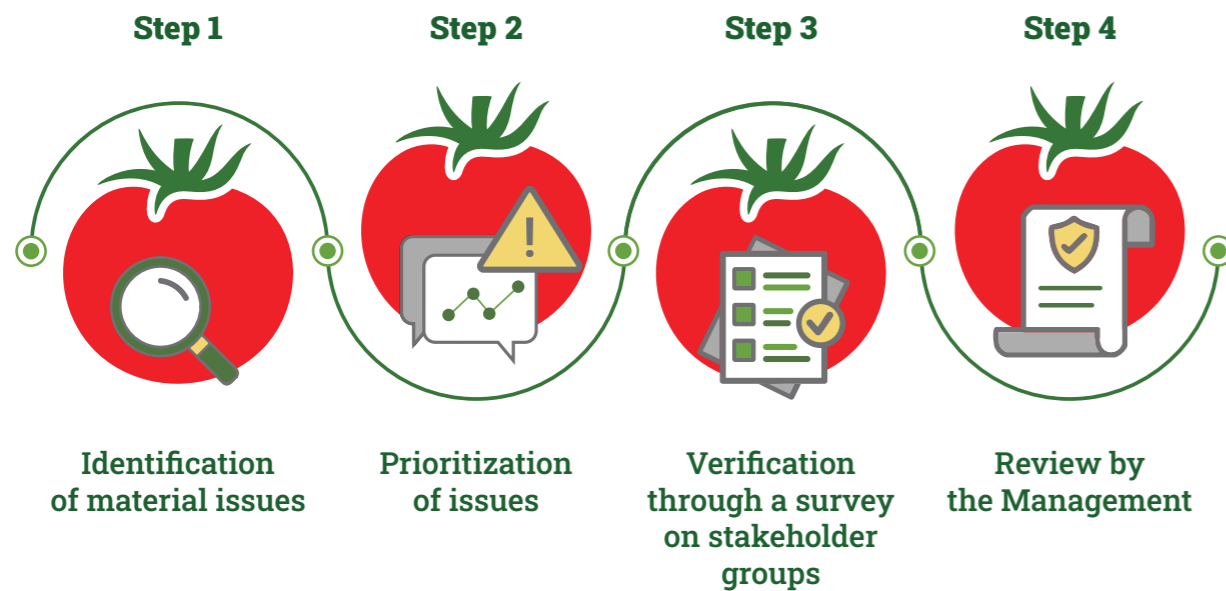
- Sustainability Report
- Investments in Research and Development
- Best practices
- Participating in a leading position in sectoral associations

Materiality analysis

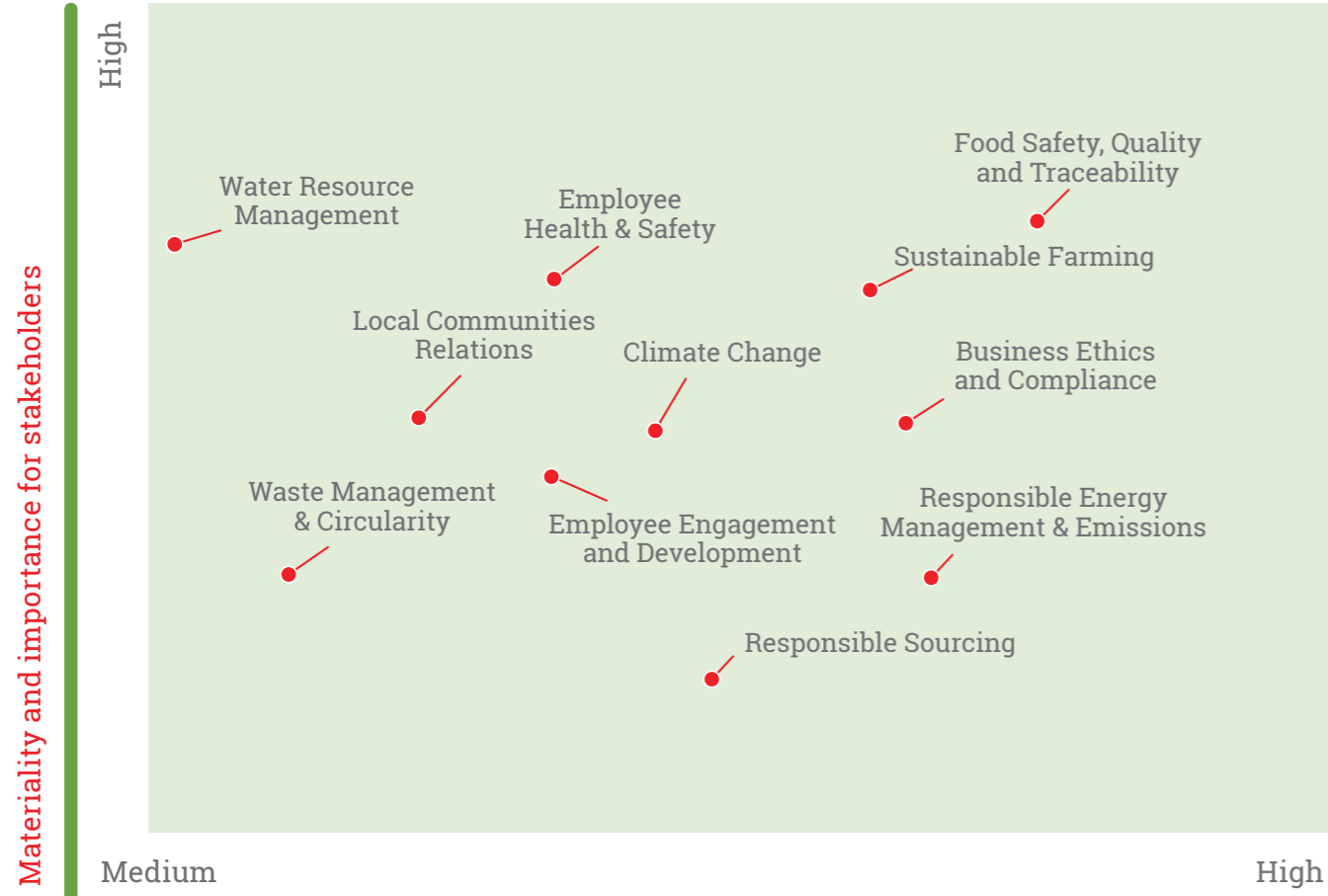
In 2023, the Company conducted a materiality analysis to identify, record, assess, and prioritize those issues that have the most significant environmental, economic, and social impacts. Material issues are considered to be those that have the greatest impact on the Company's activity and the achievement of its long-term goals, as well as those selected by its stakeholders. The

materiality analysis allows the Company to assess its performance on sustainability issues and take appropriate measures to meet stakeholders' demands.

The process was based on the Global Reporting Initiative Standards (GRI Standards) and the AccountAbility Standard AA1000AP (2018). The Company's Materiality Analysis comprised the following steps:



D.Nomikos Materiality Matrix



Materiality and importance for the Company



Material Issue	Sustainable Development Goals	
Environment (E)		
2. Sustainable Farming		
4. Responsible Energy Management and Emissions		
6. Climate Change		
10. Waste Management and Circularity		
11. Water Resource Management		
Society (S)		
1. Food Safety, Quality and Traceability		
5. Responsible Sourcing		
7. Employee Health & Safety		
8. Local Communities Relations		
9. Employee Engagement and Development		
Governance (G)		
3. Business Ethics and Compliance		

How we create value for all stakeholders

How we create Value

Our resources

Our people are our most important asset. We are committed to strengthening our resilience by creating a working environment based on trust, respect and mutual support.

We possess significant financial resources and we are committed to investing in cutting-edge technologies. We constantly reinforce our activities, pursuing operational excellence.

We build on constructive and trusting relationships with all stakeholders and society as a whole. We work with third-generation producers and implement innovative agricultural practices and solutions through an integrated approach to producers, providing quality products that meet high standards for international markets.

We possess three tomato production plants and an export network to 54 countries. We rely on environmental resources for our operations and for this reason we are implementing environmentally responsible practices and initiatives.

With 108 years of experience and know-how, we are pioneers in tomato processing. We combine our family character with evolution and innovation, producing authentic and quality products for our customers and consumers.

141,872 tn. of tomatoes in 2023
 €2,602,365 in investments (2022-2023)
 6,500 tn./day, >350,000tn./year production capacity

208 employees
 42.3% women employees
 2.8 average hours of employee training
 0 Lost Time Injury Frequency Rate (LTIFR)
 425 recruitments of employees < 30 y/o
 70 2nd and 3rd generation producers



Innovation



Quality and Safety



People

Business Model

EN ISO 9001:2015
 EN ISO 14001:2015
 Halal Certification
 Kosher Certification
 BRC Food Certification

300 producers
 10 groups of producers



The value we create

for our people

We make employee safety and satisfaction our top priorities, and we offer fair remuneration and career development opportunities.

for our producers

We create relationships based on trust through long-term partnerships and financial support, by providing incentives for the purchase of new machinery, etc.

for the economy

We contribute to economic growth by creating jobs and fostering innovation in the tomato processing industry. We achieve growth through strategic investments in technology and infrastructure.

for society

We strengthen local communities by creating jobs and collaborating with local producers. Furthermore, we are committed to supporting the local community through targeted actions and sponsorships that make a tangible impact on their well-being. We apply sustainable operating practices, promoting sustainability and the protection of natural resources.

Case study

Bayer Hellas partners with D. Nomikos on Regenerative Agriculture

Bayer Hellas and D. Nomikos have renewed their partnership in the Food Chain Partnership project for the farming of industrial tomatoes, focusing on regenerative agriculture. The project began in the 2023 growing season in three regions of Thessaly –Halki, Zappeion, and Farsala– with the clear goal of reinforcing agricultural systems against the impacts of climate change. This will ensure long-term benefits for producers and ecosystems.

The project focuses on three main pillars:

Improving soil health:

Strengthening plant resilience and increasing crop yields by improving soil health.

Reducing the environmental footprint:

Adopting practices that reduce the environmental footprint of agricultural activities.

Empowering producers:

Training and empowering producers to effectively implement regenerative agriculture practices.

The 2023 pilots saw the introduction of several innovative practices, including the use of organic plant protection products, cover crops and digital tools, such as Climate Field View, to monitor vegetation in real time. We assess soil quality annually using Biome-Makers, which allows us to adjust practices to achieve healthy and resilient plants.

Bayer Hellas and D. Nomikos are strengthening regenerative agriculture and promoting sustainable practices that protect and renew natural ecosystems through their partnership in the Food Chain Partnership project. The project proves that agriculture can be commercially sustainable and environmentally friendly, by improving soil health, reducing the environmental footprint and empowering producers. D. Nomikos is committed to producing high-quality products with minimal environmental footprint, promoting sustainable agriculture and ensuring a better future for the generations to come.

[click here for further information](#)

Our contribution to the Sustainable Development Goals

We are committed to contributing to the achievement of the UN's 2030 Sustainable Development Goals (SDGs) through our activities and initiatives, in pursuit of a sustainable future with equal opportunities for all. We have identified two key SDGs that our company, D. Nomikos, can make a significant contribution to: SDG 2, Zero Hunger, and SDG 17, Partnerships for the Goals. We are committed to promoting and contributing to these goals in a meaningful way.

Specifically, D. Nomikos is committed to playing a leading role in achieving SDG 2 by eradicating hunger through sustainable practices in agriculture and food production. Furthermore, our commitment to SDG 17 highlights our focus on fostering effective partnerships to bolster collective efforts and achieve all SDGs. By aligning our key initiatives with these fundamental objectives, we aim to promote meaningful progress.



2 ZERO HUNGER 	Sustainable Development Goal and Targets	Our contribution
<p>D. Nomikos is making a major contribution to SDG 2 thanks to its high-quality agricultural products, partnerships with local producers, and investment in sustainable practices and technologies.</p> <p>2.3 Double the productivity and incomes of small-scale food producers</p> <p>2.4 Ensure sustainable food production and implement resilient agricultural practices</p>	<p>Our contribution</p>	<p>We work closely with local producers, offering training, technological support, and fair working conditions, helping to increase their productivity and incomes.</p> <p>We implement climate change mitigation systems, measure our carbon footprint, and conduct research to implement innovative solutions. Furthermore, we implement systems that significantly reduce water consumption and actively pursue alternative energy sources.</p>

17 PARTNERSHIPS FOR THE GOALS 	Sustainable Development Goal and Targets	Our contribution
<p>D. Nomikos plays a crucial role in achieving SDG 17, by strengthening collaborations and promoting effective partnerships.</p> <p>17.8 Enhance the global partnership for sustainable development</p> <p>17.9 Encourage and promote effective public, public-private and civil society partnerships</p>	<p>Our contribution</p>	<p>We invest in research and development and partner with universities, research institutions and producers to improve the productivity and quality of agricultural products.</p> <p>We proactively build effective partnerships with the public and private sector, as well as with civil society. These partnerships allow us to support communities, enhance local and regional development, and contribute to the well-being of the communities in which we operate.</p>

D. Nomikos target setting

Target	2025	2027	2030
Environment			
Measurement and reduction of water consumption in steam production and CIP water by 10% per ton of fresh tomatoes			X
Increase solid waste recycling rate by 10%			X
Training of all employees on environmental issues (recycling, water management)	X		
Increase the percentage of acres included in the smart farming system to 40% of the total		X	
At least 70% of investments in equipment should concern green equipment			X
Annual environmental action in collaboration with the local community		X	
Society			
Increase staff training hours by 20%	X		
Implementation of a management system for Health and Safety		X	
Introduction of annual compulsory training for all workers on health and safety issues	X		
100 % of producers to be certified with internationally recognized FSA standard	X		
Creation of a group of volunteer blood donors	X		
Evaluation of 50% of main suppliers with ESG criteria	X		
Governance			
Development of a system for assessing risks and opportunities related to sustainable development issues (ESG Risk Assessment)	X		
Creation of a Sustainable Development Committee	X		

Protecting the Environment



Environmental Responsibility

At D. Nomikos, we are acutely aware of the challenges posed by climate change on a global scale. We are unwavering in our commitment to reduce the Company's environmental footprint through decisive initiatives that effectively mitigate our energy and carbon footprint, significantly reduce water use, and recycle the majority of waste generated from our operations. The Company has developed an ISO 14001-certified environmental management system to ensure that D. Nomikos is aligned with the best environmental management standards. The Company has developed an environmental policy, as part of

the System, that guides our approach to environmentally sustainable production in the daily operation of our factories. This policy reflects our unwavering commitment to environmental protection.



Our Environmental Policy Commitments



Always improving our environmental performance



Using energy, water, and all other resources efficiently



Partnering with producers to reduce our environmental impact throughout the value chain



Complying with all environmental legislative requirements and adapting to climate change



Contributing to the mitigation of climate change through the reduction of greenhouse gas, increasing RES use and the Company's participation in the EU ETS

D. Nomikos is taking a proactive approach to minimize its environmental impact and identify risks and opportunities related to the environment and climate change. This process allows the Company to identify risks

promptly and minimize them while leveraging opportunities. In this way, the Company achieves to stay one step ahead of developments and effectively address the challenges posed by climate change.



Identifying and Managing Significant Risks and Opportunities Related to the Environment

Significant Risks

- Institutional Environment
- Environmental Awareness
- Impact on the local community
- Increased prices of natural resources and emission rights
- Emergency situations



We manage them by

- Achieving zero legal non-compliances
- Participating in the ETS and complying with all relevant provisions
- Reducing energy consumption and greenhouse gas emissions through the gradual replacement of heavy fuel oil in the Company's facilities with biomass and/or natural gas
- Reducing water consumption
- Recycling most of the waste produced
- Using recyclable materials in our product packaging
- Conducting environmental training for the Company's employees and contractors
- Conducting exercises for emergency situations and carrying out all relevant studies

Significant Opportunities

- Technological developments
- New infrastructure to address Climate Change
- Environmental awareness of consumers



We put them to use by

- Procuring new equipment that reduces the consumption of natural resources
- Implementing automation systems for the efficient use of energy and water
- Connecting facilities to new natural gas networks
- Increasing market share by promoting the Company's environmentally friendly practices

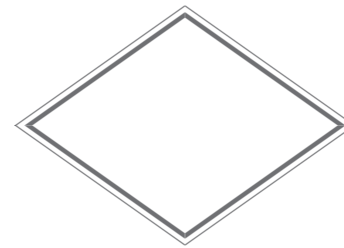


Energy consumption and greenhouse gas emissions

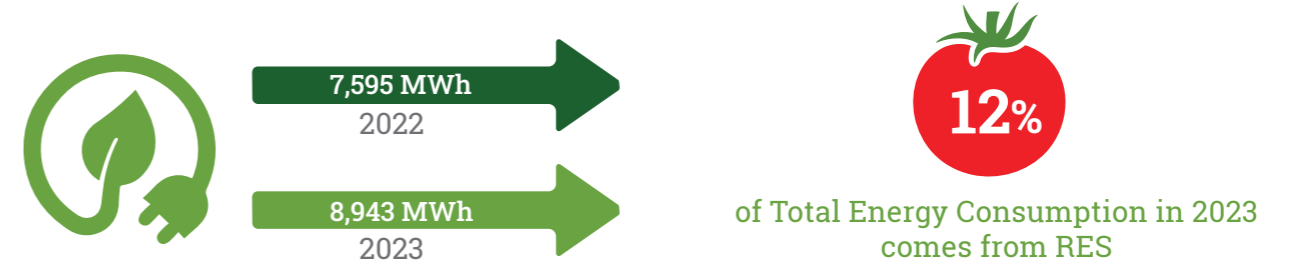
"D. Nomikos increases its facilities' energy efficiency through the environmental measures it implements. At the same time, the Company is reducing greenhouse gas emissions and contributing to the fight against climate change by gradually replacing fossil fuels and increasing the percentage of renewable energy sources in the energy mix consumed."

D. Nomikos has taken two important environmental aspects into account: energy consumption and greenhouse gas emissions. The Company has developed an environmental management framework to monitor its performance and drive continuous improvement. The Company uses grid-sourced electricity at its headquarters and factory in Domokos. At its factory in Aliartos, it uses

grid-sourced electricity and energy from its 999 MW photovoltaic panel installation on the roof. The majority of the Company's energy consumption is thermal energy produced by stationary combustion plants using heavy fuel oil or biomass and consumed in its factories for tomato processing. Additionally, a smaller amount of thermal energy is consumed by the Company's vehicle fleet.

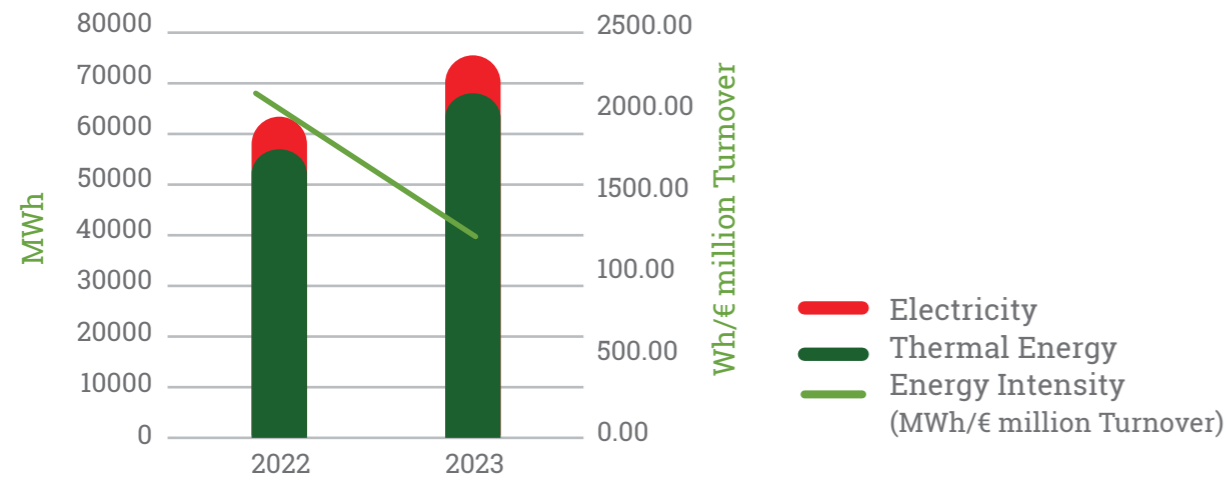


Total Amount of Renewable Energy Sources¹ consumed by D. Nomikos



¹ RES is defined as the energy produced by photovoltaics and biomass combined with the share of RES that was in the residual energy mix in 2022 according to the Renewable Energy Sources Operator & Guarantees of Origin S.A. (DAPEEP)

D. Nomikos' Energy Consumption



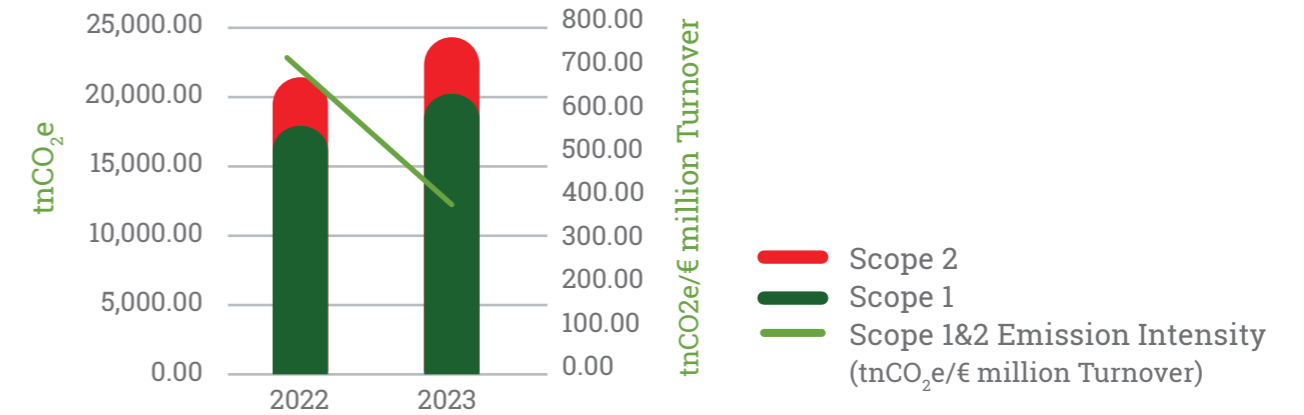
ENERGY CONSUMPTION (MWh)	2022	2023
Grid-sourced electricity	7,265.20	7,144.69
Photovoltaics	0.00	360.57
Heavy fuel oil	48,531.09	59,240.94
Biomass	6,235.28	7,244.51
Oil	1,304.07	1,395.51
Petrol	17.09	17.86
Total Energy Consumption from Renewable Energy Sources	7,595.32	8,942.57
Total Energy Consumption from Non-Renewable Energy Sources	55,757.42	66,461.51
Share of Renewable Energy Sources consumed	11.99%	11.86%
Total Thermal Energy Consumption	56,087.54	67,898.82
Total Electricity Consumption	7,265.20	7,505.26
Total Energy Consumption	63,352.74	75,404.08
Energy Intensity (MWh/€ million Turnover)	2,129.82	1,257.64

The conversion of liquid fuels to MWh has been performed using the rates of the new Climate Law (4936/2022)

² Best Available Techniques according to EU legislation 2021/2326

D. Nomikos is committed to increasing the use of renewable energy sources in its energy mix, as its factory in Domokos uses biomass as fuel, a practice that has been recognized as Best Available Technique by the EU² because it emits zero carbon emissions (CO₂) and small amounts of methane (CH₄) and nitrous oxide (N₂O). At the same time, D. Nomikos has installed a photovoltaic park at its factory in Aliartos that in 2023 produced 361 MWh of clean, zero-emission energy.

Greenhouse gas emissions



GREENHOUSE GAS EMISSIONS (tnCO ₂ e)	2022	2023
Stable Combustion	13,830.75	16,880.41
Mobile Combustion	362.80	390.43
Fugitive Emissions	2,682.48	2,912.50
Biogenic Emissions	2,514.06	2,920.99
Scope 1	16,876.03	20,183.34
Scope 2	3,880.32	3,569.24
Total Scope 1 & 2 Emissions	20,756.35	23,752.59
Scope 1 Emissions Intensity (tnCO ₂ e/€ million Turnover)	567.34	336.63
Scope 2 Emissions Intensity (tnCO ₂ e/€ million Turnover)	130.45	59.53
Scope 1 & 2 Emissions Intensity (tnCO ₂ e/€ million Turnover)	697.79	396.16

The emissions are CO₂, CH₄ and N₂O. Biogenic carbon emissions have been calculated but not included in the total, as defined as good practice by the IPCC guidelines and the National Climate Law (4936/2022). There has been no refrigerant leakage or filling therefore HFC emissions are zero and no SF₆ and NF₃ are emitted as a result of the Company's operations.

Emissions have been calculated according to the guidelines and most recent rates under the National Climate Act (4936/2022), and the most recently published rates from the Renewable Energy Sources Operator ☉ Guarantees of Origin S.A. (DAPEEP) and NIR for electricity/Scope 2. Scope 2 market-based and site-based emissions are the same since the Company has no specific agreement with the energy provider or certificates of origin.



In addition, the Company's two factories in Domokos and Farsala are part of the Emissions Trading System and as part of their obligations they calculate, verify, and report their carbon emissions every year to the relevant governmental platforms. In this context, D. Nomikos aims to gradually replace the heavy fuel oil units at its facilities with newer natural gas-fired boilers. The first replacement is expected to be completed by the end of 2025. The effectiveness of D. Nomikos' approach is reflected in its performance. In 2023, it recorded a 43.23% reduction in emis-

sion intensity, from 697.79 tn CO2e/€ million Turnover in 2022 to 396.16 in 2023, and a reduction in energy intensity by 40.95%, from 2,129.82 MWh/€ million Turnover in 2022 to 1,257.64 in 2023.

In addition to the RES produced and consumed at the Company's facilities, D. Nomikos has installed a 1 MW photovoltaic park at its factory in Domokos that channels the energy produced to the grid, thus actively contributing to the transition to a more sustainable economy outside the strict limits of its facilities.

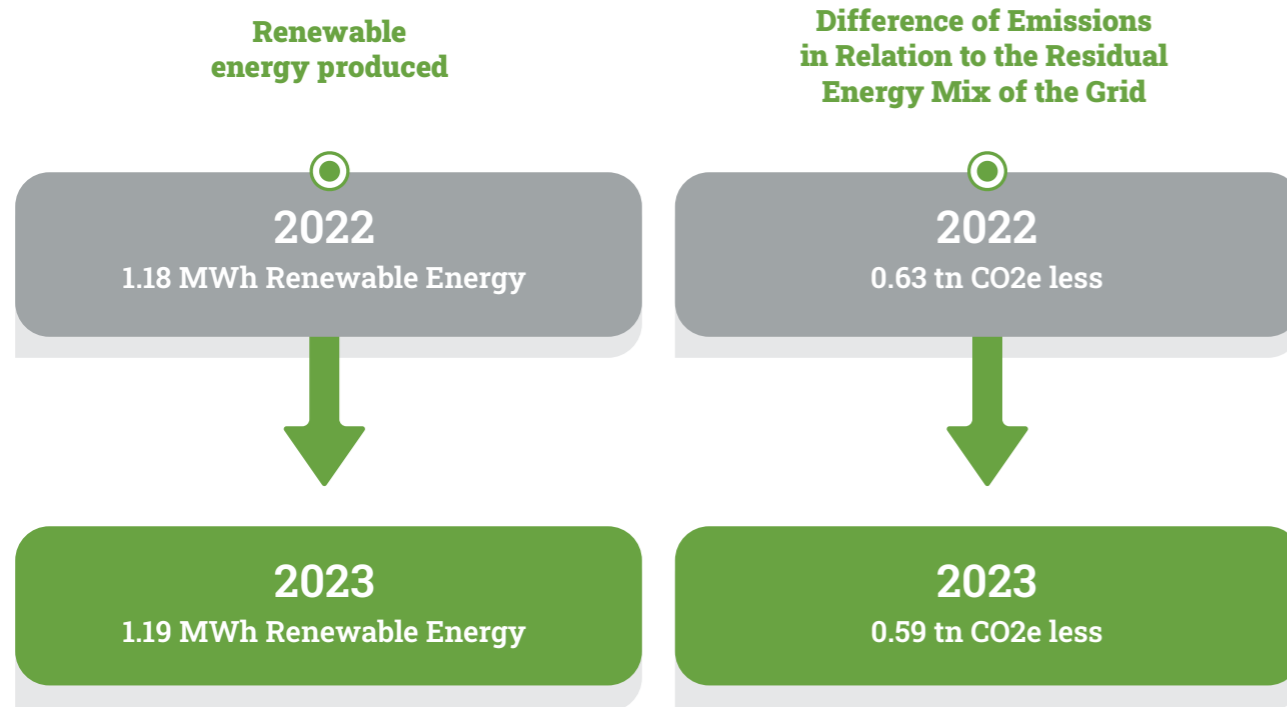
Circular Economy

"At D. Nomikos, we are fully committed to managing the waste generated from our operations. At the same time, we use recyclable materials in our packaging, thereby making a substantial contribution to the circular economy."

D. Nomikos' approach to circular economy aims at minimizing waste produced by the Company and its products, while maximizing the use of recycled materials in production processes. Through its actions, D. No-

mikos manages to minimize the Company's impact on natural resources, as it prioritizes the purchase of recycled materials and the use of recyclable materials for its packaging.

RES supplied to the grid

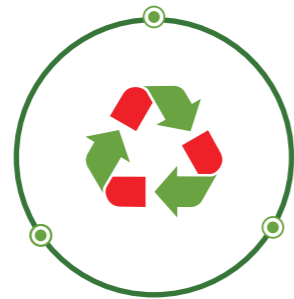


To convert electricity to emissions, we have used the rates from the National Climate Law (4936/2022) for 2022, and the most recently published rates from the Renewable Energy Sources Operator @ Guarantees of Origin S.A. (DAPEEP) and NIR for 2023.



Contributing to the Circular Economy

Using recycled materials in the production process



Using recyclable materials in the final products of D. Nomikos

Minimizing and recycling waste produced at the premises of D. Nomikos

At all D. Nomikos facilities, waste is separated according to the Waste Code, as defined by national legislation, and managed accordingly. Our production process generates both non-hazardous and hazardous waste.

Non-hazardous waste is organic waste resulting from the by-products of tomato processing and packaging. Hazardous waste results from the maintenance of equipment in our headquarters and factories.

D. Nomikos has identified organic waste as the most important category of waste generated. To manage its impact on the environment, most of it is given for biogas production or disposed of for animal feed. The Company's approach to managing organic waste ensures that the by-products resulting from tomato processing are put to good use, either as a source of clean energy or to save resources.

The remaining non-hazardous waste resulting from the Company's production process is given to certified partners for recycling, except for certain packaging consisting of mixtures of materials for which there is currently no company available that can re-

cycle them. Finally, the small quantities of hazardous waste generated relate to lubricating oils used for the maintenance of the fixed equipment of the facilities. These are delivered to certified partners for appropriate management.

Waste Management at D. Nomikos

NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL (tn)		2022		2023	
Management Location		Onsite	Offsite	Onsite	Offsite
Preparation for reuse					
Recycling		426.9		403.06	
Other recovery operations		5,605.9		7,025.1	
HAZARDOUS WASTE DIVERTED FROM DISPOSAL (tn)		2022		2023	
Management Location		Onsite	Offsite	Onsite	Offsite
Preparation for reuse					
Recycling		0.727		1.654	
Other recovery operations					
NON-HAZARDOUS WASTE FOR DISPOSAL (tn)		2022		2023	
Management Location		Onsite	Offsite	Onsite	Offsite
Incineration with energy recovery					
Incineration without energy recovery					
Landfill		1,504.4		1,633.4	
Other recovery operations					
HAZARDOUS WASTE FOR DISPOSAL (tn)		2022		2023	
Management Location		Onsite	Offsite	Onsite	Offsite
Incineration with energy recovery					
Incineration without energy recovery					
Landfill					
Other recovery operations					
TOTAL RECYCLING RATE		2022		2023	
Recycling rate		80.04%		81.98%	

82%

of the waste generated by the Company was recycled in 2023

Recycling rate

80%

of the paper/cardboard packaging used by D. Nomikos is produced from recycled paper

Percentage of Recycled Materials used by the Company



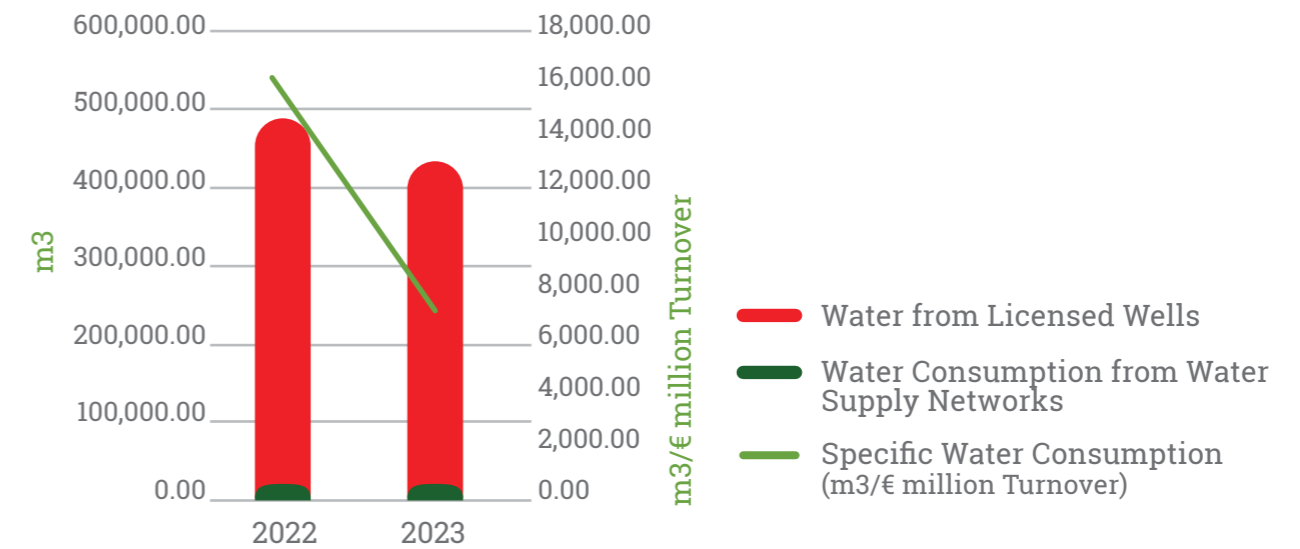
Management of Water Consumption

“D. Nomikos is committed to ensuring the responsible consumption and management of water as an essential environmental aspect of its operations. The Company is taking measures to ensure its rational and efficient use of this natural resource, having recognized its importance.”

D. Nomikos recognizes the critical role water plays in ensuring a sustainable future for all. It is a fundamental resource that is vital to both sustainable development and human life. At Company facilities, the majority of the water used comes from the Company’s licensed wells, where all environmental conditions set during licensing are met. The water used in Company facilities is essential for washing the tomatoes before processing and for transporting them to the production lines. D. Nomikos has installed a system that collects and reuses water used during washing, reducing overall consumption, in order to manage the impact its operations have on water resources. Furthermore, automated systems have been installed on the production lines that manage water use according to production needs, ensuring its rational use.



Water Consumption



WATER CONSUMPTION (m3)	2022	2023
Water Consumption from Water Supply Networks	7,076.00	8,151.00
Water from Licensed Boreholes	475,686.00	425,706.00
Total Water Consumption	482,762.00	433,857.00
Specific Water Consumption (m3/€ million Turnover)	16,229.67	7,236.14

We record water consumption from water supply networks using the provider’s bills. For licensed boreholes, we use the installed metering equipment.

Through the measures it continuously implements, D. Nomikos has succeeded in reducing total water use by 10.1% and specific water consumption by 55.4% in 2023. These figures reflect the Company’s unwavering commitment to the efficient use of this natural resource.

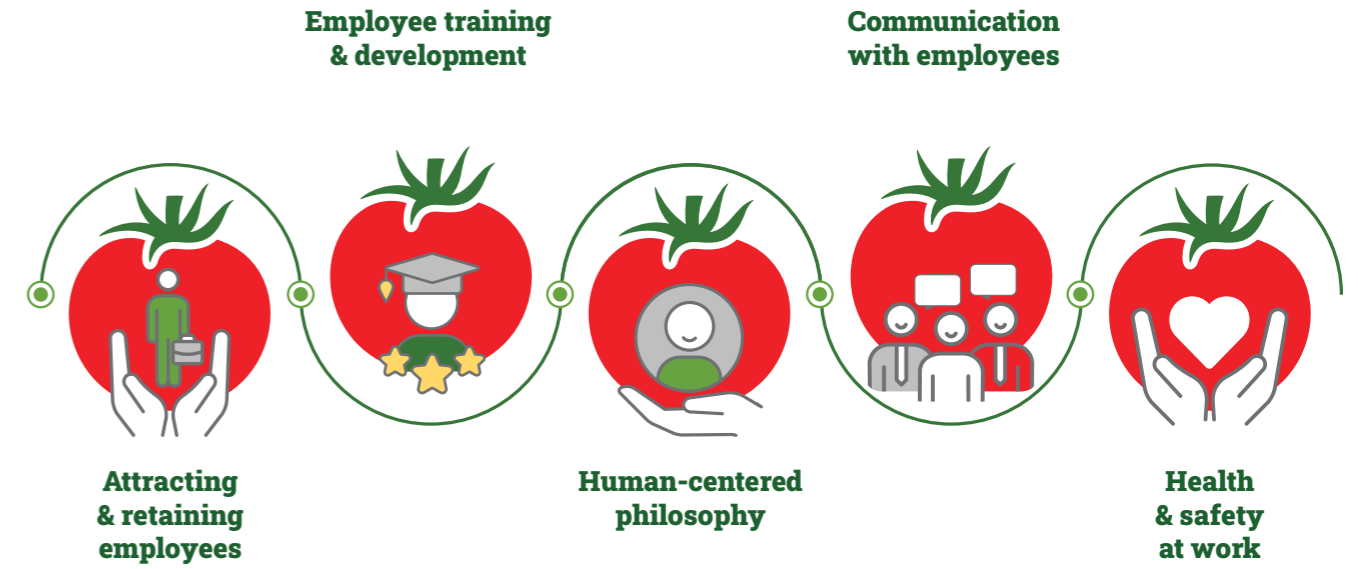


Focusing on our people





Since our establishment, our relationship with our people remains a key factor in our success. We focus on employing people from local communities so as to maximize the positive impact of our operations. At D. Nomikos, we combine family values with the needs of a modern working environment, aiming to maintain our identity while meeting the expectations and needs of our people. To achieve this, we have developed an integrated approach to our human resources based on the following pillars:



Human-centered Philosophy

Our human-centered philosophy is based on the values that have led the Company to a long and successful track record since its establishment. We respect the human and

labor rights of our employees and operate in full compliance with applicable legislation, promoting safety, transparency, and trust in our relationship with them.

Respect and defense of rights

We unequivocally respect and defend human and labor rights as set out in the UN Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multi-

national Enterprises. The Company ensures the respect, promotion, and universal application of these rights, establishing in its Code of Conduct and Working Regulations provisions concerning:



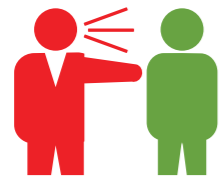
The prohibition of forced labor



The freedom of assembly and of association



The prohibition of child labor



The prevention and fight against violence and harassment at work (Law 4808/2021)



The prohibition of any kind of discrimination based on personal characteristics (gender, race, national or ethnic origin, sexual orientation, religion, etc.)



The safe working conditions in compliance with hygiene rules

Our people at a glance

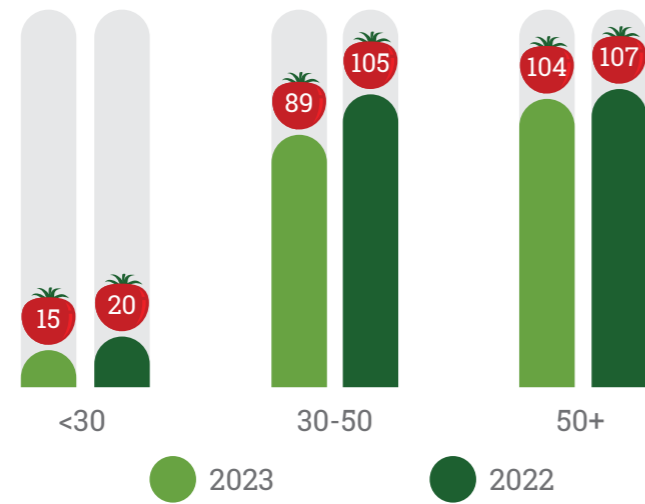
2023 2022

120 Men 128

88 Women 104

42.3% of employees are women

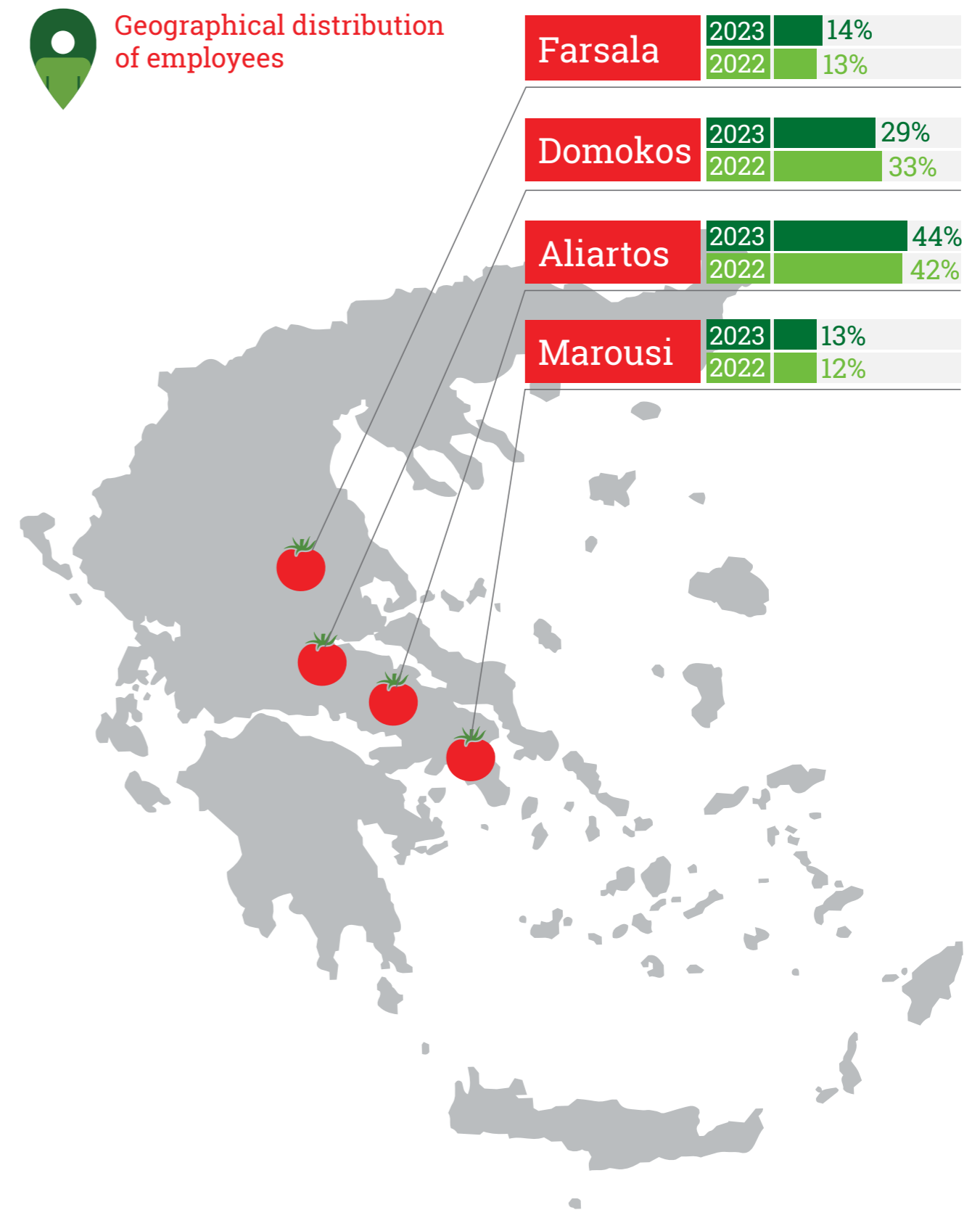
Employees' distribution by age



Employees' distribution by hierarchical level



Geographical distribution of employees

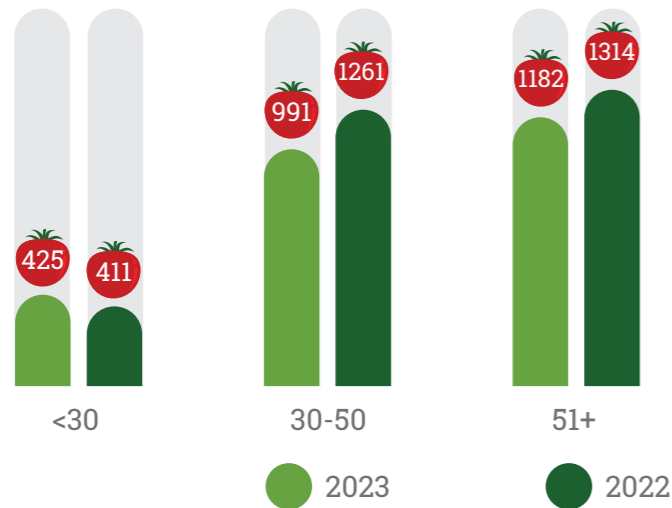


Attracting and retaining employees

Attracting employees is a challenging process for us as we hire seasonal employees during the production season. However, we try to maintain a stable relationship with our employees so that we can employ those

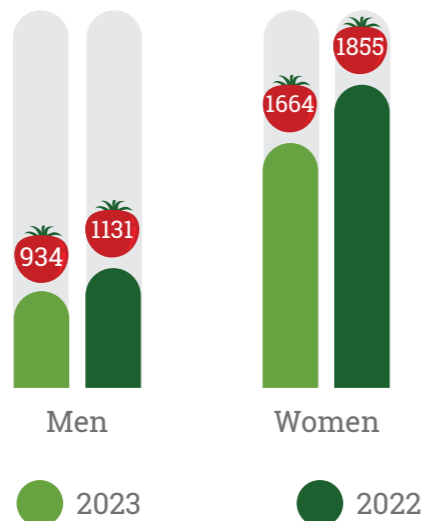
we need during the production process on a permanent basis. The recruitment process is based on meritocracy and objectivity to ensure the right person for the right job.

Employees' recruitments by age



33%
of recruits under 30 y/o were women

Employees' recruitments by gender



Employees' recruitment by geographical location



Location	2023	2022
Farsala	749	994
Domokos	1159	1170
Aliartos	686	821
Marousi	4	1

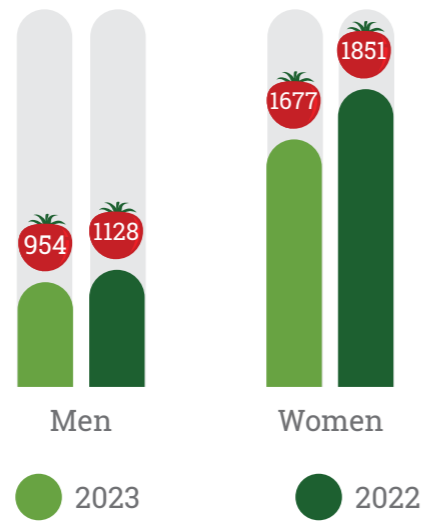




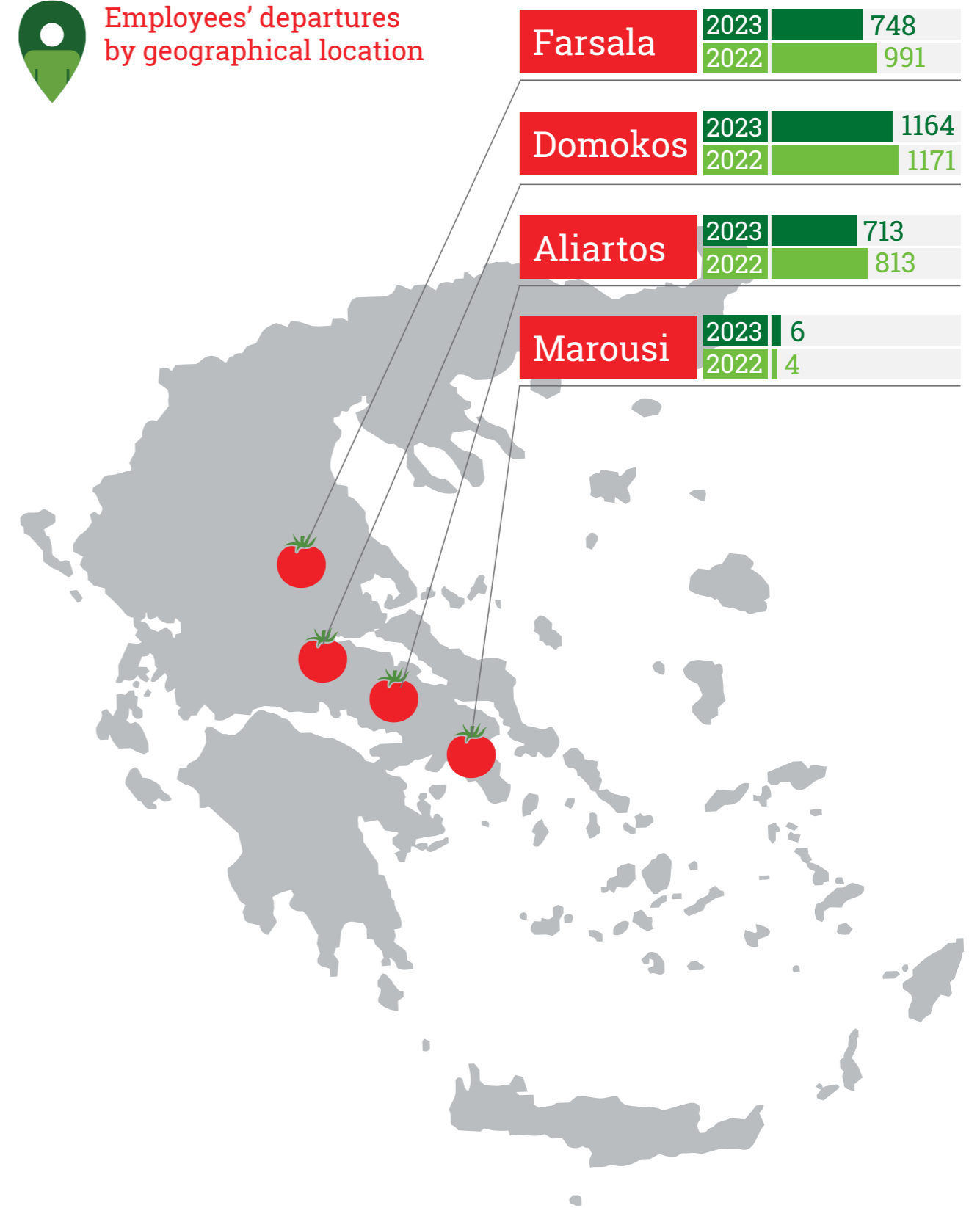
Employees' departures by age



Employees' departures by gender



Employees' departures by geographical location



In 2023, 2% of all departures were voluntary departures, while the rest were due to the termination of fixed-term contracts.



Employee training and development

Our employees' training is a basic prerequisite for their development, ensuring they remain up to date on important issues related to the industry and their work. Training topics vary, aiming to reflect both individual employee needs and industry trends.

The training provided has clear objectives: to improve service training and experience, to develop professionals, and to enhance the educational level of employees. The training ensures that employees adapt to new knowledge, skills, and specializations promptly and effectively, and it secures their employment, service development, and perfor-

mance in line with the Company's business objectives.

More specifically, training courses were held on the following topics:

-  Environmental awareness
-  Health and Safety at work
-  First aid
-  Technical issues
-  Food Safety-Quality



increase in the number of seminars offered in 2023



580 hours of training



2.8 average hours of training offered to men & women



2.7 average hours of training offered to men



2.9 average hours of training offered to women

Employee evaluation

The employee evaluation process is meritocratic and aims to record the strengths of the employee as well as areas for improvement. This process allows us to evaluate the employee's professional performance while fostering meaningful and two-way communication. It also provides a forum for discussing issues of concern to employees and their supervisors. Management determines the evaluation process, which is governed by the principles of fairness, transparency, objectivity, and co-responsibility.

The process is based on the written assessment carried out by the supervisor, in which they score both work-related skills and in-

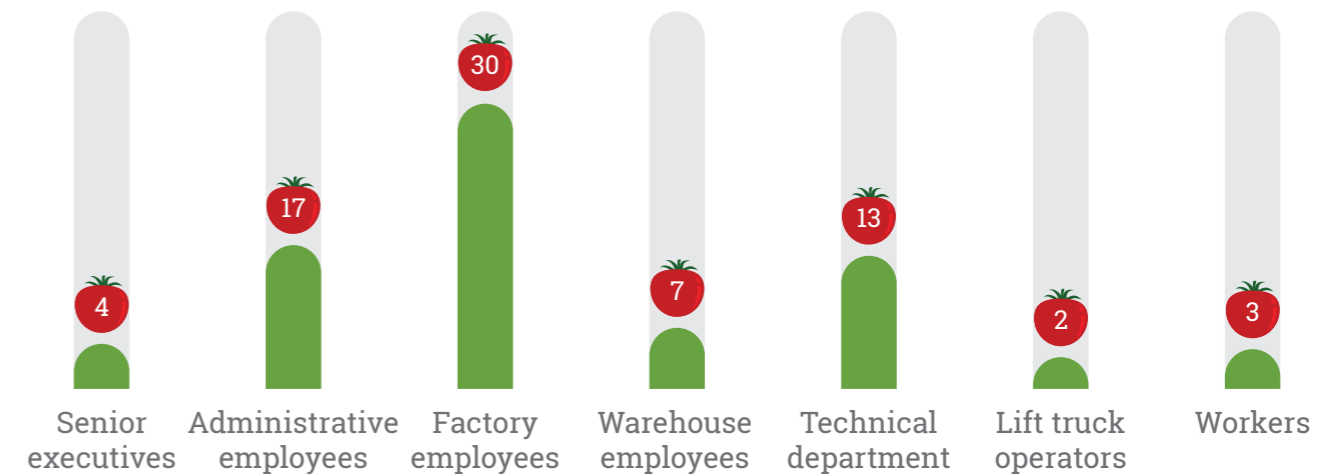
terpersonal skills. Putting our human-centered culture at the heart of our business, our aim is to use the evaluation to meaningfully raise and discuss issues of concern to employees and provide targeted feedback for their ongoing development.



Employees evaluated in 2023



Employee evaluation by hierarchical level



Employee Communication channels

Our human-centered philosophy is based on effective communication that governs our relationship with our employees. We use the communication channels we have established to enhance direct, meaningful, and open communication with our people while ensuring the smooth and effective operation of the business. We have established the following communication channels:



Communication by telephone



Bulletin board



Email



Open door policy:

Through our open-door policy, we encourage our people to share their concerns, so that they can be resolved immediately, fostering a climate of trust and safety at work.

Employee benefits

The Company offers additional monetary and non-monetary benefits in order to provide additional support to its employees, besides those provided by law. In particular, D. Nomikos offers the following benefits:

- Bus for the transportation of seasonal employees
- Meal coupons for permanent and seasonal employees
- Free products
- Company car and laptop for executives
- Undergraduate study grant to one employee



Health and Safety at Work

The health and safety of our employees is our top priority. To this end, we operate on the basis of the precautionary principle, adhering to all safety protocols and striving to continuously enhance the Company's health and safety framework.

Our approach

We have developed an integrated approach to health and safety that is based on prevention, compliance, and employee participation. Our goal is to timely identify occupational risks and address them effectively, as well as to highlight the importance of measure compliance to all employees, both permanent and seasonal.



Monitoring Health and Safety Issues

Occupational Risk Assessment



We aim to identify occupational risks at an early stage by applying the principle of prevention. Occupational risks are assessed through the Written Occupational Risk Assessment, which is renewed regularly. The

Written Assessment is our tool for enhancing the health and safety of our employees, as it contributes to the timely identification, recording and monitoring, as well as prevention of accidents.

Incident and Accident Management Procedure



The Company has a specific procedure for the management and response to accidents. Each incident is recorded in the Incident Logbook kept by each factory, in order to identify any deficiencies in the Individual Protection Measures or instructions. After each incident, a discussion takes place with

the person or persons involved, in the presence of the Factory Manager. In the event of an incident, we take immediate action and conduct a thorough investigation to determine the cause. This process allows us to enhance our performance and prevent potential accidents.

Continuous training



We are committed to promoting a culture of health and safety among all our employees, regardless of their hierarchical level. To achieve this, we ensure that all employees are aware of the importance of health and safety in the workplace. We provide com-

prehensive training for all employees, in all job positions, so that they are fully informed and well-trained to face any risk. The training program is determined on an annual basis and is tailored to employees' needs and to departments' suggestions.

Health and Safety Indicators

The Company has established and monitors specific performance indicators in order to ensure the proper recording and effective monitoring of security incidents.

	2022	2023
FREQUENCY RATE		
Employee Lost Time Injury Frequency Rate (LTIFR)	0	0
SEVERITY RATE		
Employee Lost Time Incidents Severity Rate (LTISR)	0	2.3%
ABSENTEEISM RATE		
Employee Absenteeism Rate (AR)	0.55%	0.34%
INCIDENTS		
Employee accidents	0	1
OCCUPATIONAL DISEASES		
Employee occupational diseases	0	0



Our Contribution to Society



Social Footprint

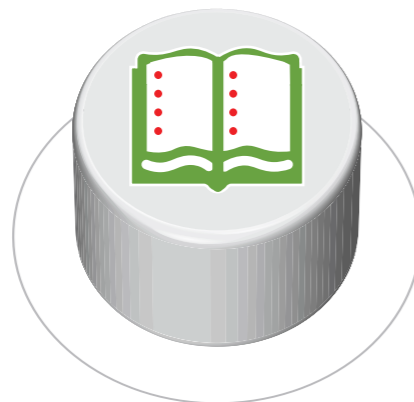
At D. Nomikos, we are driven by our commitment to make a meaningful contribution to society, promoting positive change, and building a better future for all. In this context, our Company aims at empowering all vulnerable social groups in the regions of our three factories. The Company is committed to making a positive social impact through collaborative efforts, innovative solutions, and a dedication to social responsibility. We actively support the local community in

many ways, and we are confident that our approach will create a lasting and positive social footprint. Our founder Dimitris Nomikos has helped many people in the local community by offering them work or financial assistance, while in the past he had built a school in the village of Emporio, Santorini, classrooms and an event hall in Fira, as he believed that educating children was an integral part of human evolution and social progress.

D. Nomikos focuses its social contribution on **3 main contribution pillars** which are:



Contribution to Health



Contribution to Education and Culture



Contribution to local Public Services/ Churches

These three contribution pillars of the Company aim to create a world that puts people and their well-being at the center. Solidarity, contribution, and support for families in need are values that have followed and

continue to follow the work and Vision of the Company's founder and his successors. These values have enabled the Company to become a leader in its sector over the years.

Contribution to Health

Ensuring the health and well-being of communities is at the heart of our operations

We invest in health and support our fellow citizens in need. Our Company has generally provided financial assistance to many families or individuals in need. More often than

not, our Company has provided unsolicited financial assistance to individuals struggling with health problems.



Our Company provided financial support to a seasonal employee whose child was facing a serious health problem. In addition, the employees held a fundraiser, further contributing to their substantial support.

D. Nomikos, focusing on people and their health and well-being, provided significant financial support to a relative of an employee who had to undergo surgery, both during and after hospitalization.

The Company provided financial support to two families in Aliartos, where the children of the family were facing serious health problems.

D. Nomikos organized a first aid training in Aliartos in cooperation with the Hellenic Red Cross, during which the Company received a distinction award from the Hellenic Red Cross for its remarkable contribution in the region.

The Company, which focuses on people and their health and well-being, actively participated with donations in the renovation of the Aliartos Health Center.

Contribution to Education and Culture


Education and Culture play a critical role in the shaping of individuals and societies.


Their importance extends to various dimensions, affecting personal development, social progress, and the overall well-being of communities. The Company invests substantially in education and culture, as it believes it is key to creating thriving societies.

Construction of a school in Fira

The founder of the Company demonstrated the importance he attached to the value of giving back to education by building a school from the ground up in Fira Santorini, so that children could have direct access to education. In honor of the founder's great contribution to the island, the street where the school is located was named after him.

As part of the actions organized by the Company to promote its core values regarding education, D. Nomikos:

 Gave awards and a symbolic financial support to the top 3 students of schools in Domokos, emphasizing the importance of children's education and motivating them to continue their efforts.

 Donated two televisions and two projectors to a school in Domokos, following a request from the school to the Company.

The Company is committed to making a positive contribution to culture.

The Company's contribution to culture is expressed through the Tomato Industrial Museum in Santorini, which was created to exhibit the traditional methods of tomato farming, the history of the island and its inhabitants, as well as to highlight their traditions. The Museum actively contributes to the promotion of the island, its ancient and modern history.

The Tomato Industrial Museum "D. Nomikos" in Santorini

Right in the heart of the Aegean Sea, on the enchanting island of Santorini, lies a hidden treasure. That is the Tomato Industrial Museum "D. Nomikos", which is easily recognized by its characteristic chimney that rises imposingly above the beach of Vlychada. The museum is an authentic part of the island, that, through a journey back in time, unfolds the decisive importance of the tomato of Santorini and its processing in the history of the island.

The old tomato factory of D. Nomikos in Vlychada was transformed in 2014 into a modern Industrial Museum to offer visitors a journey back in time, following the cultivation, processing, and production process of the small-fruited tomato. The Santorini tomato, a Protected Designation of Origin (PDO) product since 2006, is one of the most famous and traditional products of Santorini.



An Industrial Heritage that comes to life

The museum is housed in the old tomato factory of the Nomikos family, an exceptional example of Cycladic architecture that has been meticulously renovated with the utmost respect to its history. Upon entering the site, the visitor is immediately transported to another era when the production of tomato puree and other tomato products was a key pillar of the local economy. The visitor will learn about the traditional methods used by the tomato producers of Santorini and gain insight into the gastronomy and farming directly linked to the product. By the end of the route, the visitor will have gained a comprehensive understanding of the area's history and the lives of the inhabitants, their daily activities, and traditions.

Visitors can explore the journey of the tomato from the field to the table through an integrated audio tour combined with the interactive augmented reality exhibits implemented through the DeAR Museum Project. The exhibition also features unique mechanical equipment and tools, archival and photographic materials as well as packaging of historical significance, complemented by rich audiovisual material including recorded narrations and testimonies from individuals who used to work in the factory.

The museum's exhibits definitively trace the history of Santorini's tomato farming and processing, from traditional methods to modern industrial production. This is showcased in a place that is a tribute to the Nomikos family and the island's farmers, who were the driving force that shaped the local economy and the evolution of Santorini.



Contribution to local Public Services/Churches

Since its establishment, the Company has made and continues to make a significant positive social impact in the region.

Local public services and churches have received substantial aid from the Company, which has been instrumental in their operations.

In particular, in 2023, D. Nomikos contributed through cultural events, food parcels, soup kitchens, and financial support to flood victims in local public services. Some of them are:

- 🍅 Parents' Association of the 19th Primary School of Lamia
- 🍅 Municipality of Domokos
- 🍅 Charitable Association of the Municipality of Kileler
- 🍅 Municipalities of Lamia, Farsala, Domokos, Palamas
- 🍅 Social grocery store of the Municipality of Farsala
- 🍅 40 Martyrs Church of Larissa
- 🍅 Women's Club of the Municipality of Kileler
- 🍅 Social grocery store of the Municipality of Farsala
- 🍅 Galini ton AMEA – Athens (Association for People with Disabilities)
- 🍅 Women's Association of Omvriaki
- 🍅 Omvros Sports Club
- 🍅 Cultural Association of Petroto
- 🍅 Municipal Unit of Sofiada
- 🍅 Middle School of Omvriaki
- 🍅 Association of parents & friends of Persons with Disabilities
- 🍅 Metropolis of Fthiotida
- 🍅 Police Headquarters of Fthiotida
- 🍅 Association of Friends of Children with cancer
- 🍅 Women's Association of Krannonas, Larissa
- 🍅 Women's Association of Lamia

Furthermore, the Company has provided substantial financial assistance to local churches, as well as various items and goods (such as pallets for wood stoves, food collection and distribution, and more) when needed. More specifically, they sponsor goods to

churches and monasteries, many of which they work with on an annual basis.

Many tomato products produced by our own factories are provided free of charge to structures, services, and churches in need. Some of these are:

- 🍅 Monastery of Esfigmenos
- 🍅 Hellenic Red Cross in Livadia
- 🍅 Social grocery store of the Municipality of Cholargos
- 🍅 Monastery Pantokrator
- 🍅 Fire Department of Livadia
- 🍅 Social grocery store of Livadia
- 🍅 Social grocery store of Thiva
- 🍅 «I AROGI» Association in Thiva



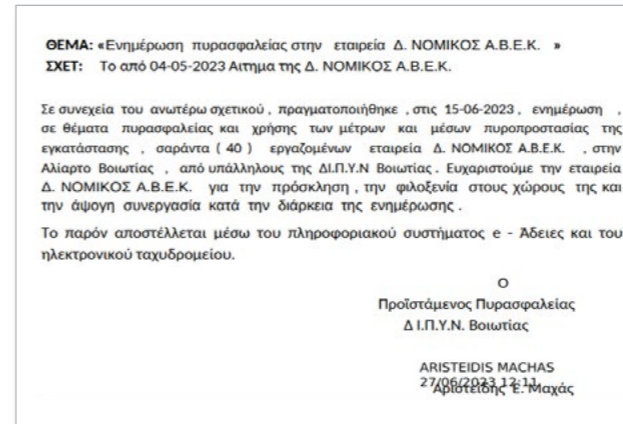
Our support to the Law Enforcement Agencies

The Company provides similar support to the services and security forces of the region, such as the Fire Brigade and the Police Departments.

The Fire Department of Livadia, in particular, offered an award to D. Nomikos for its valuable

support throughout its operation.

In 2023, a briefing was provided on fire safety issues and the use of fire protection measures and equipment to 40 employees of the Company.



Letters of appreciation to D. Nomikos for its generous help to social structures and churches

Αγαπητέ μου *Κύριε Νομικό!* *Κύριε Πρόεδρε!*

Διά της παρούσης επιθυμώ να σας ευχαριστήσω διά την προσφορά 180 τεμαχίων τοματοπολτό των 400 γραμμαρίων έκαστο, που άπεστείλατε στην Ίερά Μητρόπολή μας.

Πρέπει να γνωρίζετε, ότι με την προσφορά σας αυτή έρχεσθε άρωγός στα όσα πράττει ή τοπική μας Έκκλησία υπέρ των δοκιμαζομένων άδελφών μας, με τά ιδρύματά της, τά κέντρα άγάπης, τίς ένισχύσεις άπόρων και έμπεριστάτων, ιδιαίτερα μέσα στη δίνη των δύσκολων αυτών ήμερών και της λαίλαπας του ύγειονομικού προβλήματος με τον νέο ίό, που άπασχολεί και ταλαιπωρεί όχι μόνον την πατρίδα μας αλλά και όλόκληρη την παγκόσμια κοινότητα.

Σας εύχόμεθα ό πολυεύσπλαχνος Θεός να σας χαρίζει υγεία, εύλογία, μακροήμερευση και όλα τά δώρα του Ούρανού στη ζωή σας.

Μετά της έν Κυρίω άγάπης

Ο ΜΗΤΡΟΠΟΛΙΤΗΣ

Φθιώτιδος
† ό Φθιώτιδος Συμεών

Αξιότιμε κ. Τσιαγλάνη,

Καλημέρα! Χρόνια Πολλά!

Είναι πολύ σπουδαίο στις δύσκολες συγκυρίες που βιώνουμε, να επιδεικνύουμε περίσσευμα **ανθρωπιάς** και **αλληλεγγύης** και να **νοιαζόμαστε** για το **συνάνθρωπό** μας.

Σας ευχαριστώ θερμά για την προσφορά σας στις οικογένειες του Κοινωνικού Παντοπωλείου του Δήμου Παπάγου-Χολαργού

Με εκτίμηση,

Μαρία Αθανασάκου-Μουντάκη

Αντιδήμαρχος Κοινωνικής Πολιτικής, Νεολαίας και Πρώθησης της Απασχόλησης
2132002831/893/6944699587

Αξιότιμοι,

Με την επιστολή μας αυτή θα θέλαμε να σας ευχαριστήσουμε, για μια ακόμη φορά, για την προσφορά της αγάπης σας προς τους εμπερίστατους συνανθρώπους μας. Η κίνησή σας μαρτυρεί το ειλικρινές ενδιαφέρον με το οποίο περιβάλλετε αναγκασμένους συνανθρώπους μας που προσπαθούμε και μεις να στηρίξουμε στη δοκιμασία της ζωής τους.

Γι' αυτό αισθανόμαστε την ανάγκη να σας εκφράσουμε και πάλι τις θερμές ευχαριστίες μας και ευχόμαστε ο Δωρεοδότης Κύριος να σας χαρίζει έτη πολλά, υγεία και κάθε επιτυχία και πρόοδο στις εργασίες σας και στις οικογένειές σας. Να σας ανταμείψει δε πλούσια για κάθε τι που προσφέρετε σε τέτοια φιλανθρωπικά έργα.

Με τιμή & ευγνωμοσύνη



Εκ μέρους του Δ.Σ.

Γρηγόριος Μπούρδας
Πρόεδρος Δ.Σ.

ΘΕΜΑ: Ευχαριστήρια επιστολή

Με την παρούσα επιστολή εκφράζουμε τις θερμές και ειλικρινείς μας ευχαριστίες για την άμεση ανταπόκριση στο αίτημά μας και τη φιλάνθρωπη χορηγία σας, η οποία μας δίνει δύναμη να συνεχίσουμε με περισσότερη αγάπη και προσήλωση στην υλοποίηση του σκοπού μας.

Χαιρόμαστε που στην πορεία μας βρίσκουμε θερμούς υποστηρικτές που έχουν αποδείξει επανειλημμένα την μεγάλη κοινωνική ευθύνη και την αγάπη τους προς το Δήμο και τους δημότες μας.

Ευελπιστούμε στη συνέχεια της συνεργασίας μας και σας ευχόμαστε από καρδιάς δύναμη, υγεία, Καλά Χριστούγεννα και Καλή Χρονιά!

Ο ΔΗΜΑΡΧΟΣ ΔΟΜΟΚΟΥ

Χαραλάμπος Β. Λιολιός
ΧΑΡΑΛΑΜΠΟΣ Β. ΛΙΟΛΙΟΣ

Στο πλαίσιο επίτευξης του σκοπού της Υπηρεσίας μας, ήτοι την κατά το δυνατό αποτελεσματικότερη παροχή υπηρεσιών αστυνόμευσης προς τους πολίτες της περιοχής μας, την προσφορά στο κοινωνικό σύνολο και την εδραίωση του αισθήματος ασφαλείας του, σας γνωρίζουμε ότι υφίσταται ανάγκη άμεσης αντικατάστασης των ελαστικών του υπηρεσιακού οχήματος με αριθμό Ε.Α. 30123, καθώς τυχάνει απαραίτητο για το καθημερινό έργο μας. Σχετικά σας αναφέρουμε ότι η δαπάνη για την αντικατάσταση των ελαστικών ανέρχεται στο ποσό των 280 ευρώ, όπως μας ενημέρωσε συνεργαζόμενο με την Υπηρεσία μας συνεργείο της περιοχής μας, (ΑΥΓΕΡΗΣ ΘΩΜΑΣ).

Κατόπιν τούτου, παρακαλούμε όπως εξετάσετε, εάν είναι εφικτή από την εταιρία σας η κάλυψη του κόστους αντικατάστασης των ελαστικών του προαναφερθέντος οχήματος της Υπηρεσίας μας.

Σας ευχαριστούμε θερμά εκ των προτέρων για την εξέταση του αιτήματός μας.

Με εκτίμηση,



ΣΥΛΛΟΓΟΣ ΓΟΝΕΩΝ ΚΑΙ ΚΗΔΕΜΟΝΩΝ ΟΜΒΡΙΑΚΗΣ

ΕΚ ΜΕΡΟΥΣ ΤΩΝ ΜΕΛΩΝ ΤΟΥ ΣΥΛΛΟΓΟΥ ΓΟΝΕΩΝ ΚΑΙ ΚΗΔΕΜΟΝΩΝ, ΘΑ ΘΕΛΑΜΕ ΝΑ ΣΑΣ ΕΚΦΡΑΣΟΥΜΕ ΤΙΣ ΘΕΡΜΕΣ ΕΥΧΑΡΙΣΤΙΕΣ ΜΑΣ , ΩΣ ΕΛΑΧΙΣΤΗ ΕΝΔΕΙΞΗ ΕΚΤΙΜΗΣΕΩΣ ΕΝΑΝΤΙ ΤΗΣ ΓΕΝΝΑΙΟΔΩΡΗΣ ΧΟΡΗΓΙΑΣ ΣΑΣ ΣΤΗ ΛΑΧΕΙΟΦΟΡΟ ΑΓΟΡΑ ΜΑΣ.

ΜΕ ΕΚΤΙΜΗΣΗ ΤΑ ΜΕΛΗ ΤΟΥ ΣΥΛΛΟΓΟΥ

Ο Φιλανθρωπικός Σύλλογος <<Η ΑΓΑΠΗ>>

του Δήμου Κιλελέρ, με έδρα την Νίκαια Λάρισας, αποδέχεται την προσφορά της εταιρείας **ΝΟΜΙΚΟΣ, Δ., Α.Β.Ε.Κ.** και εκφράζει τις ευχαριστίες του προς την επιχείρηση.

Other social actions



In Aliartos, the Company collaborated with the Municipality in the redevelopment of the square and the central pavement, facilitating the storage of redevelopment materials at its premises.

The Company is focused on people, on their health and well-being, and when there is a need, it is there for fellow human beings, offering blood. Our employees are ready and willing to mobilize and donate blood to help anyone in need.

The Company has proceeded to finance heating oil in sports facilities and gyms.

D. Nomikos provides tangible support to the local community and economy. Since its establishment, it has supported and selected local producers and bought spare parts from local shops. Furthermore, it provides local producers with advances for the purchase of machinery and fixed equipment before the growing season.

Target Setting for 2024

Increasing Environmental actions



Organizing a Voluntary Blood Donation Team of Aliartos employees, in cooperation with the General Hospital of Livadia

Corporate Governance



Responsibility and Innovation in Corporate Governance

D. Nomikos has a proven track record of success spanning over a century, thanks to its responsible governance and innovative thinking. Leveraging technology and innovation have shaped the Company since its establishment, while its values of Respect, Cooperation, Trust, and Progress have been instrumental in driving its growth and success.

D. Nomikos' commitment to continuous improvement and responsible entrepreneurship has contributed significantly to economic and regional development, particularly in our country's primary sector. The Company's history is proof of its unwaver-

ing commitment to strong and stable governance, which has consistently propelled it to the forefront of its industry.

D. Nomikos promotes sustainable practices, strengthens the local economy, and supports agricultural production in Greece through innovation and technology. The Company has created an innovative business model which prioritizes quality and strong partnerships with producers. The Company's vision of becoming the largest tomato industry in Europe is the driving force behind its success and ensures its uninterrupted progress.

Financial Performance

Based on the dynamics of exports, which represent 80% of the total turnover, D. Nomikos continues to steadily increase its financial figures. According to the financial statements published for the 12-month financial year ended on June 30, 2023, turnover amounted to €59.9 million, an increase from the €29.7 million of the previous financial year, which concerned a sub-twelve-month period. More specifically, sales in the domestic market amounted to €15.5 million, while sales in foreign markets amounted to €24.9 million for EU countries and €19.5 million for third countries.

It is to be noted that as of 2022, the Company has redefined the closing date of the financial

year, moving it from the end of the year to the end of June of each year, to better synchronize it with the tomato harvesting and processing period. The transitional fiscal period was a sub-twelve-month one (January 1, 2022, to June 30, 2022) and therefore the financial figures are not comparable with previous years.

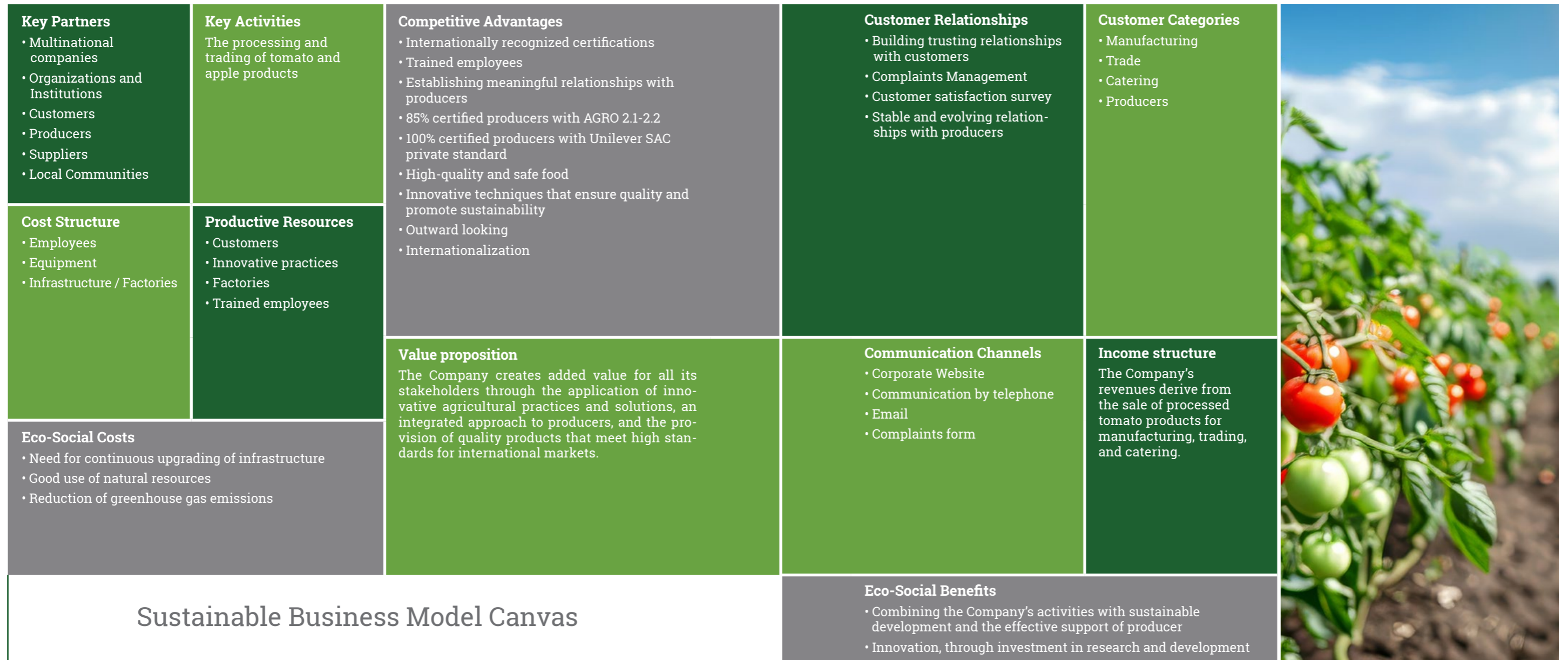
Earnings before interest and taxes (EBIT) for the period July 2022 - June 2023 amounted to €4.9 million, compared to €1.1 million for the period January 2022 - June 2022, while net profit/(loss) after tax amounted to €2.9 million, compared to €0.4 million for the same period. The gross profit margin increased to 14.64% compared to 8.36%, and the net profit margin increased to 5.42% compared to 1.4%.

	2022	2023
Total revenue (Turnover)	29,745,653 €	59,956,962 €
Operational profit or loss	2,485,496 €	8,778,392 €
Operational cost	27,260,156 €	51,178,569 €
Payments to capital providers	0 €	0 €
Profit / (loss) before tax	415,062 €	3,250,436 €
Net profit / (loss) after tax	415,062 €	2,881,164 €
Payments for taxes - indirect VAT	0 €	0 €
Payments for taxes - direct	292,556 €	841,963 €
Total payments to government bodies (total direct and indirect taxes paid)	292,556 €	841,963 €
Equity	28,056,839 €	30,938,003 €
Total investments	1,064,241 €	1,538,124 €
Total assets	20,546,367 €	20,323,292 €
Total exports	22,064,043 €	44,447,504 €



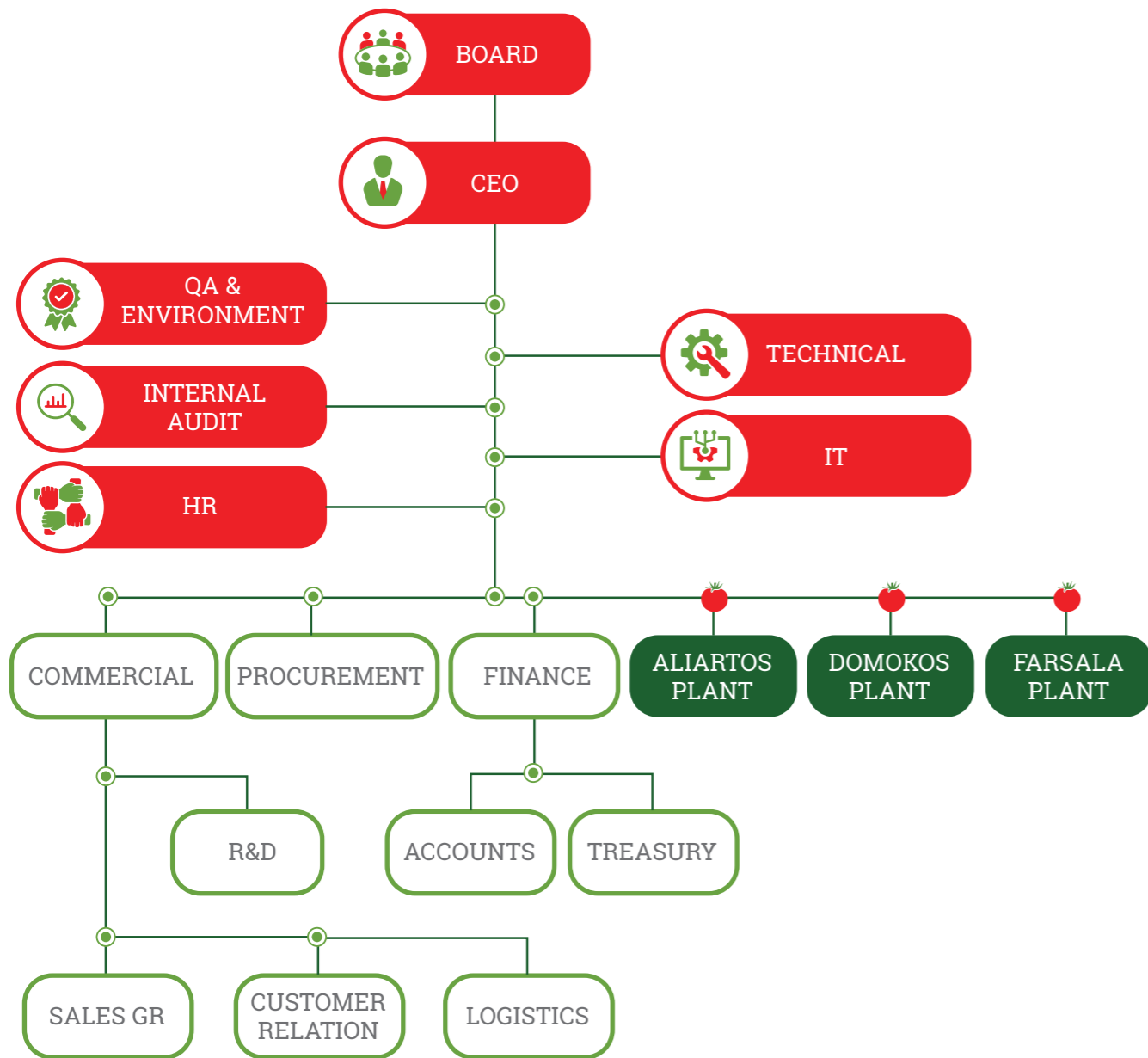
Our Business Model

Our business model depicts the Company's operations, with the aim of achieving its business goals and guaranteeing its long-term success. We place a special emphasis on respect for people, society, and the environment, ensuring a balanced and sustainable development.

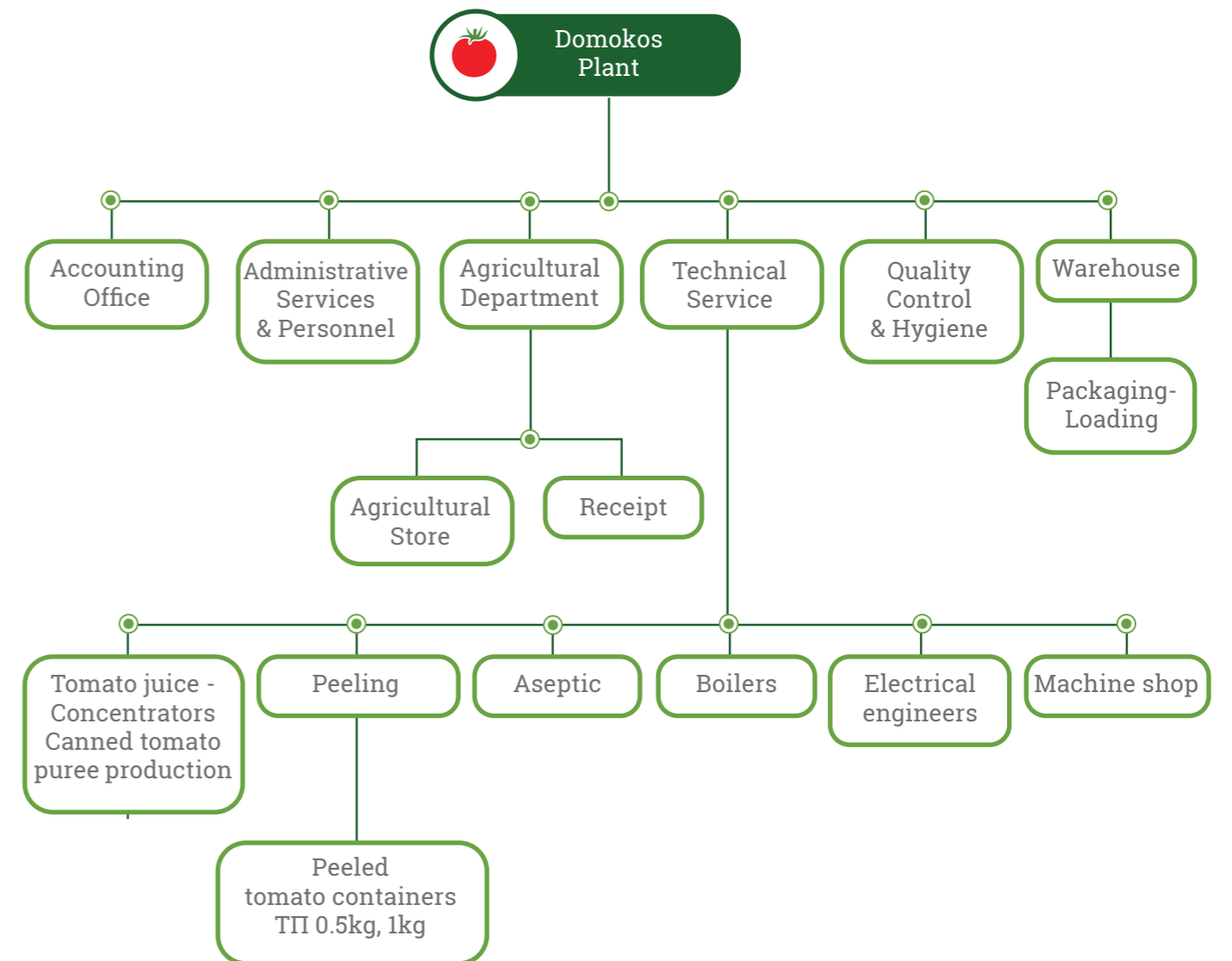


The Organizational Structure of D. Nomikos

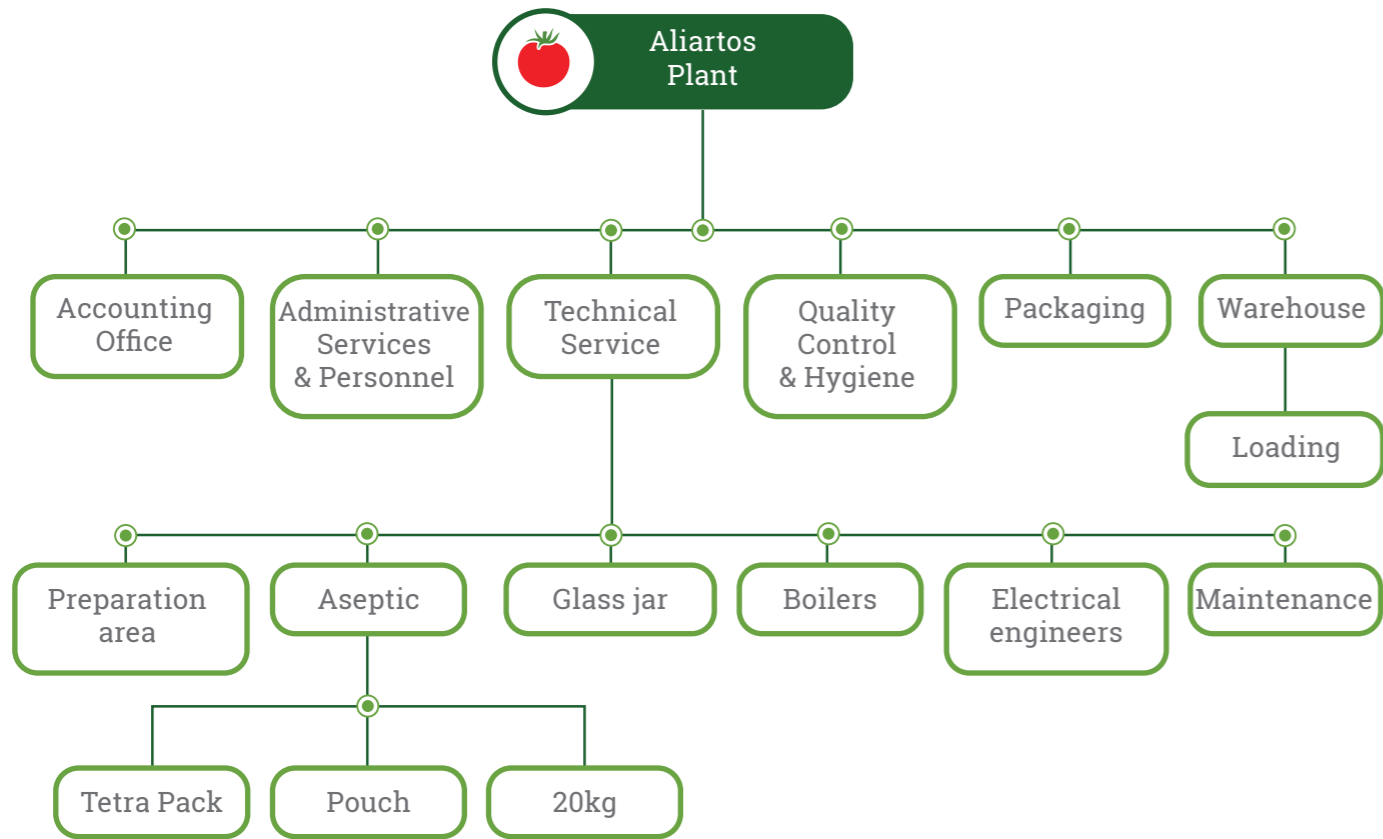
At D. Nomikos, transparency, accountability, and development are guaranteed through a well-organized structure in our Company's offices in Athens and in each individual factory. This structure ensures the Company's smooth and efficient operation.



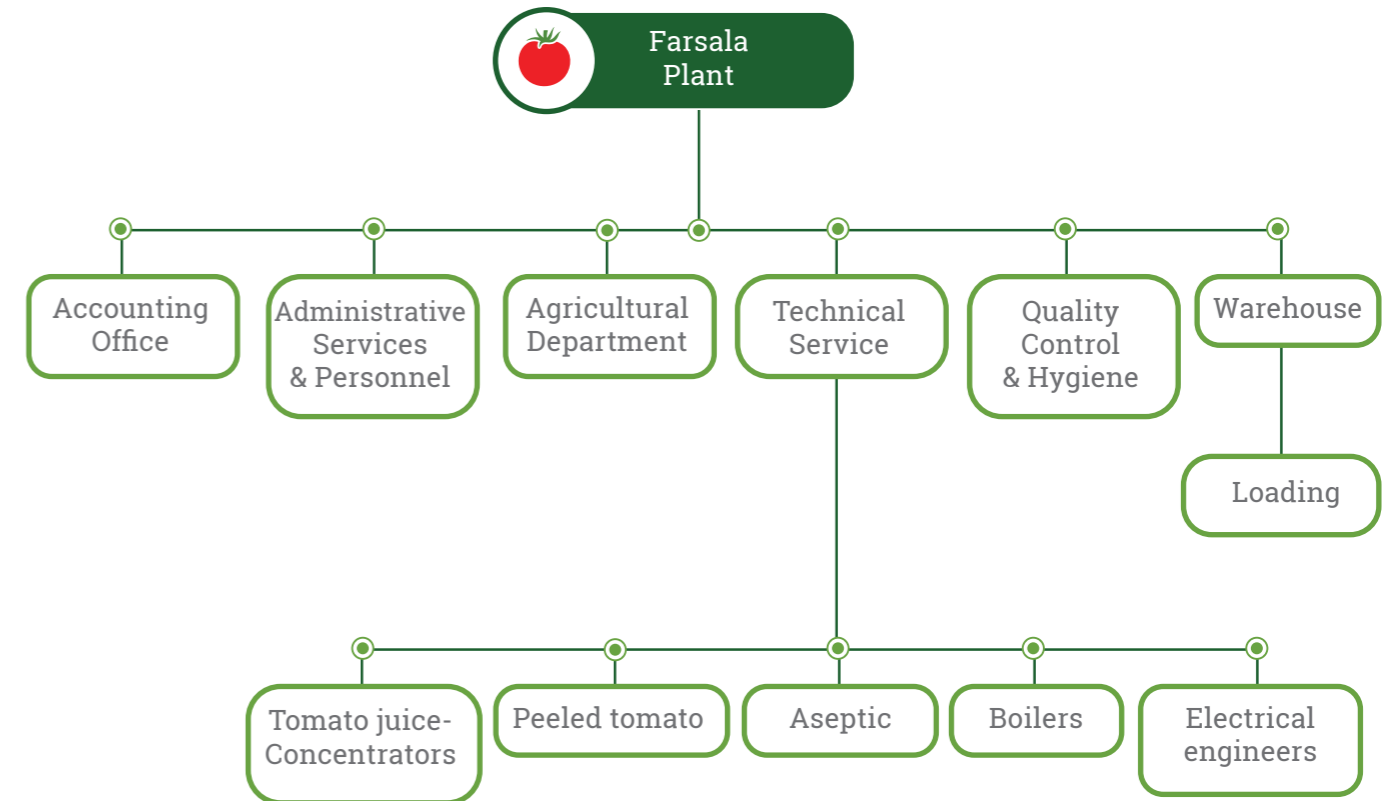
Domokos Plant



Aliartos Plant



Farsala Plant



High Ethical Standards and Transparency

At D. Nomikos, transparency, accountability, and integrity are non-negotiable. They govern the operation and relations of the Company. Responsibility, human-centered philosophy, and family culture have laid the foundations for solid, trusting relationships with its partners and stakeholders. The Board of Directors is comprised of high-

ly experienced members and is responsible for ensuring the Company's smooth operation, formulating its strategy, expanding its activities, and making decisions that will enhance its economic growth.

The Board of Directors is composed of the following members:

Dimitris Nomikos	President
Marios Minas Nomikos	Vice-president and CEO
Petros Nomikos	CEO
Eirini Nomikou	Member
Thomas Tsiagklanis	Member

Management Team

The Management Team is composed of experienced and specialized professionals. They are responsible for the effective operation of the Company, the monitoring of performance, the implementation of strategic decisions, and the promotion of sustainability. Furthermore, it monitors international trends and best practices with the clear goal

of incorporating them into D. Nomikos' business model. Finally, the Management Team drafts and revises policies and procedures that enhance the Company's smooth and transparent operation.

The Management Team consists of the Heads of the following Departments:

Quality Assurance and Environment
Internal Control
Technical Department
Information Systems & Communications
Commercial Department
Research and Development and Customer Relations
Procurement
Financial Department
Accounting Department
Cash Reserves Management
Aliartos Plant
Domokos Plant
Farsala Plant



Internal and External Audit

D. Nomikos conducts Internal Audits and inspections based on two integrated Company management system procedures. System design, procedure implementation, and record-keeping are verified by the relevant departments. The system is inspected at least once a year, in accordance with the inspection schedule. Internal inspections are carried out by an inspector or a committee, whose members are specified in the Company's List of Inspectors. Personnel conducting internal inspections are appropriately trained and evaluated based on their training and performance in previous inspections, as evidenced by inspection reports and employee feedback. The results of the inspections, communicated to management, identify the Company's weaknesses and areas directly or indirectly involved in its system that require improvement.

The Company's audits are divided into Regular, Extraordinary, Special, and Follow-up audits. Regular audits are carried out on the basis of the annual audit plan, which is pre-

pared during the last quarter of each year by the Internal Auditor and submitted to the Company's Chief Executive Officer for approval. The annual audit plan is based on the assessment of the risks identified in each of the Company's units or operations. Depending on the above assessment, the priorities, the Units and individual operations to be audited, and the frequency of regular audits are determined on an annual basis.

Exceptional audits are carried out without prior notice in order to have the element of surprise.

Special audits are carried out only at the request of the CEO to the Internal Auditor and relate to the investigation of cases or events that have resulted or may result in a risk of damage to the Company's interests.

Lastly, the Company is thoroughly inspected every year by its Greek and Multinational customers or by independent bodies upon customer's request.

Policies and Management Systems

D. Nomikos is committed to responsible and sustainable development. The implemented advanced management systems,

strict policies, and procedures ensure that Company operations align with the highest standards of quality, environmental and social responsibility.

Codes, policies and procedures

Description

Code of Conduct
Quality and Environmental Policy
Anti-bribery Policy
Sustainable Development Policy
Biodiversity Management Plan
Internal Rules of Procedure
Policy against Violence and Harassment
Identification and Assessment of Environmental Aspects and Impacts Process
Monitoring and Measurement Process
Operation Control Procedure - Code EN03
Emergency Preparedness and Response Process
CO ₂ Emissions Calculation and Risk Assessment for the Calculation Procedure
Internal Inspections Procedure
Legislation and Communication Process
Customer Complaints Procedure
Procurement Process
Tomato Supplier Evaluation - Fresh Tomato Procurement Procedure
Fresh Apple Delivery Procedure
Internal Audit Process
Training Procedure - Code HR01
Review Process of Quality and Environmental Management Systems by Management - Code P01
Preventive and Corrective Actions Procedure - Code P04



We are committed to continuous improvement and innovation. We adopt industry best practices and leverage modern technologies to ensure the efficient operation of the Company, minimize its environmental impact, and create a positive social footprint.

Management systems

The Company has made a significant investment in certifying its systems and products,

Our management systems are accredited, proving thus our commitment to quality and responsible governance. This constitutes the core of our business philosophy, which guides our every action.

which are essential for exporting to international markets.



EN ISO 9001:2015
The Company has adopted and implemented a comprehensive Quality Management System certified according to EN ISO 9001:2015.



EN ISO 14001:2015
The Company is certified for implementing, maintaining, and continuously improving its Environmental Management System in accordance with the requirements of ISO 14001:2015.



Halal Certification
The Company is Halal Certified. This attests that its products adhere to Islamic Sharia and are suitable for Muslim diet.



Kosher Certification
The Company is Kosher Certified. This attests that its products meet the biblical principles of Judaism and are permitted in Jewish diet.



BRC Food Certification
The Company is BRC Food certified, which is an internationally recognized standard for food quality and safety, facilitating the export of certified products.

Anti-Bribery Policy

D. Nomikos, recognizing the importance of combating corruption, has established and implemented a strict Anti-Bribery Policy, approved by Senior Management. This Policy reinforces the Company's Code of Conduct and ensures that all employees and associates are aware of and committed to avoiding unethical practices. This Policy sets out clear obligations and guidelines, reinforcing the Company's commitment to zero tolerance for corruption. It also promotes the prevention and discouragement

of such actions at every organizational level. All employees, from Board members to sub-contractors and suppliers, must know, understand, and comply with this Policy. The Company encourages the reporting of any suspicious behavior, free from the fear of retaliation, ensuring that all reports are evaluated responsibly and in good faith. D. Nomikos is committed to maintaining an ethical and transparent environment, safeguarding its integrity and reputation.

Zero incidents of Bribery and Corruption in 2023

Risk Management

D. Nomikos recognizes effective risk management—both financial and non-financial—as a critical factor in ensuring its sustainability and growth. This process protects the Company from potential risks and identifies opportunities that may enhance its competitiveness and performance.

water consumption and seeks alternative energy sources to optimize energy management. It has established a dedicated department to oversee environmental issues and is working closely with a Safety Technician to closely monitor and measure environmental impacts.

The main identified risks include climate change, the limitation of natural resources, such as energy and water, retention of employee expertise, and relations with the local community. To address the risks arising from climate change, D. Nomikos implements mitigation systems, measures its carbon footprint, and invests in research and development to implement innovative solutions that help reduce its impact.

Lastly, concerning the risks related to employees and their expertise, the Company ensures that its employees receive continuous training on an annual basis, enhancing their skills and adaptability to the ever-changing needs and challenges of the industry.

D. Nomikos is firmly committed to developing and implementing integrated risk management strategies that will ensure its business resilience and sustainable development.

As far as limited resources are concerned, the Company implements systems that reduce



Appendices



About the Report

Industrial Canning Company D. Nomikos Société Anonyme's Sustainability Report 2023 is the Company's first Report and covers the period 1/1/2023 to 31/12/2023, with comparative data for 2022 and 2023.

In the report, the Company outlines how it is responding to today's economic, environ-

mental and social challenges as a whole, while contributing to the journey towards sustainability and corporate responsibility. The qualitative and quantitative information presented in the report covers all of D. Nomikos' operations.

Methodology

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards at the core level of assurance. We have also applied the GRI principles for defining the content of the report in terms of the integrity of the data, the materiality of the issues, the responsiveness to stakeholder needs and the overall framework of the Company's approach to sustainability, as well as the set of principles for its quality.

The content of the report was defined by listing and prioritizing the material issues, taking into account the requirements and needs of stakeholders. The results of this process are presented in the chapter 'Our approach to Sustainable Development'.

In addition, we have taken into account the guidelines of the Sustainability Accounting Standards Board (SASB) and the 17 United Nations Sustainable Development Goals (SDGs).

Project team

A Sustainability Committee has been set up to prepare this report and effectively manage related issues, including the collection of relevant information and data.

The preparation of the report was supported and scientifically managed (data collection, assessment and preparation) by Grant Thornton. (www.grant-thornton.gr).



External assurance

The data presented in this Report have not been audited by an independent third party. However, recognizing that this process can

be useful and add value, the Company will consider the possibility of an external audit in a future publication.

Sources of information

The information and data presented in this Report have been collected by D. Nomikos, on the basis of internal recording procedures and databases maintained as part of the implementation of the relevant manage-

ment systems. Where data is presented after processing or based on assumptions, the nature or method of calculation is indicated in accordance with the GRI guidelines.

Contact

Pursuing two-way and open communication with our stakeholders, we welcome any comments or observations that can help us improve our performance and actions on

Sustainable Development. Please submit your observations and comments or fill in the attached contact form at the end of the Report and send it to the following address:



D. Nomikos S.A.
Kondylia Rogga
R&D and Customer
Relationship Manager
32, Kifissias Av., 151 25, Maroussi, Greece
Tel: +30 210 6858 820
www.dnomikos.gr



GRI Content Index

GRI 1: Foundation	
GRI 1: : Foundation statement of use	The information provided in this report reflects D. Nomikos' operations for the period 1/1/2023 - 31/12/2023, presenting its economic, environmental and social performance. The report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standard

GRI 2: General Disclosures 2021		
GRI Standard	Disclosure	Page in the Report/Reference
1. The organization and its reporting practices		
2-1	Organizational details	pp. 12-15, 134-135 https://dnomikos.gr/
2-2	Entities included in the organization's sustainability reporting	pp. 134-135
2-3	Reporting period, frequency and contact point	pp. 134-135
2-4	Restatements of information	There were no restatements of Information, as this is the first Sustainability Report of the Company
2-5	External assurance	p. 135
2. Activities and workers		
2-6	Activities, value chain and other business relationships	pp. 6-25, 64-65, 120
2-7	Employees	pp. 84-101
2-8	Workers who are not employed	pp. 54, 58, 74, 131

GRI 2: General Disclosures 2021		
GRI Standard	Disclosure	Page in the Report/Reference
3. Corporate Governance		
2-9	Governance structure and composition	pp. 122-127
2-10	Nomination and selection of the highest governance body	N/A
2-11	Chair of the highest governance body	p. 126
2-12	Role of the highest governance body in overseeing the management of impacts	pp. 122-128
2-13	Delegation of responsibility for managing impacts	p. 127
2-14	Role of the highest governance body in sustainability reporting	p. 60
2-15	Conflicts of interest	pp. 122-131
2-16	Communication of critical concerns	pp. 122-128
2-17	Collective knowledge of the highest governance body	pp. 122-128
2-18	Evaluation of the performance of the highest governance body	pp. 122-128
2-19	Remuneration policies	This information is not mentioned in the report, as it is confidential data
2-20	Process to determine remuneration	This information is not mentioned in the report, as it is confidential data

GRI 2: General Disclosures 2021		
GRI Standard	Disclosure	Page in the Report/Reference
2-21	Annual total compensation ratio	This information is not mentioned in the report, as it is confidential data
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	pp. 2-3
2-23	Policy commitments	pp. 129-131
2-24	Embedding policy commitments	pp. 33, 55, 72, 98, 129-131
2-25	Processes to remediate negative impacts	pp. 88, 129
2-26	Mechanisms for seeking advice and raising concerns	pp. 88, 129
2-27	Compliance with laws and regulations	pp. 118, 129-131
2-28	Membership associations	pp. 26-27
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	pp. 54-59
2-30	Collective bargaining agreements	All of the Company's employees are covered by the National Collective Labor Agreement

GRI 3: Material Topics 2021		
GRI Standard	Disclosure	Page in the Report/Reference
GRI 3: Material Topics 2021	3-1 Process to determine material topics	pp. 54-63
	3-2 List of material topics	p. 63
Climate Change		
Material topic for stakeholders: Shareholders, Employees, Producers, Local Communities, Customers, State and Public Authorities, Business Community, Suppliers and Subcontractors, Financial Institutions		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 60-65, 69-83, 120-121
D. Nomikos Indicator	Identifying climate change risks and opportunities	p. 74
Responsible Energy Management and Emissions		
Material topic for stakeholders: Shareholders, Producers, Local Communities, Customers, State and Public Authorities, Suppliers and Subcontractors		
GRI 3: Material Topics 2021	3-3 Management of material topic	Σελ. 60-65, 69-83, 120-121
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 76
	302-3 Energy Intensity Index	p. 76
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 76
	305-2 Energy indirect (Scope 2) GHG emissions	p. 76
	305-4 GHG emissions intensity	p. 76

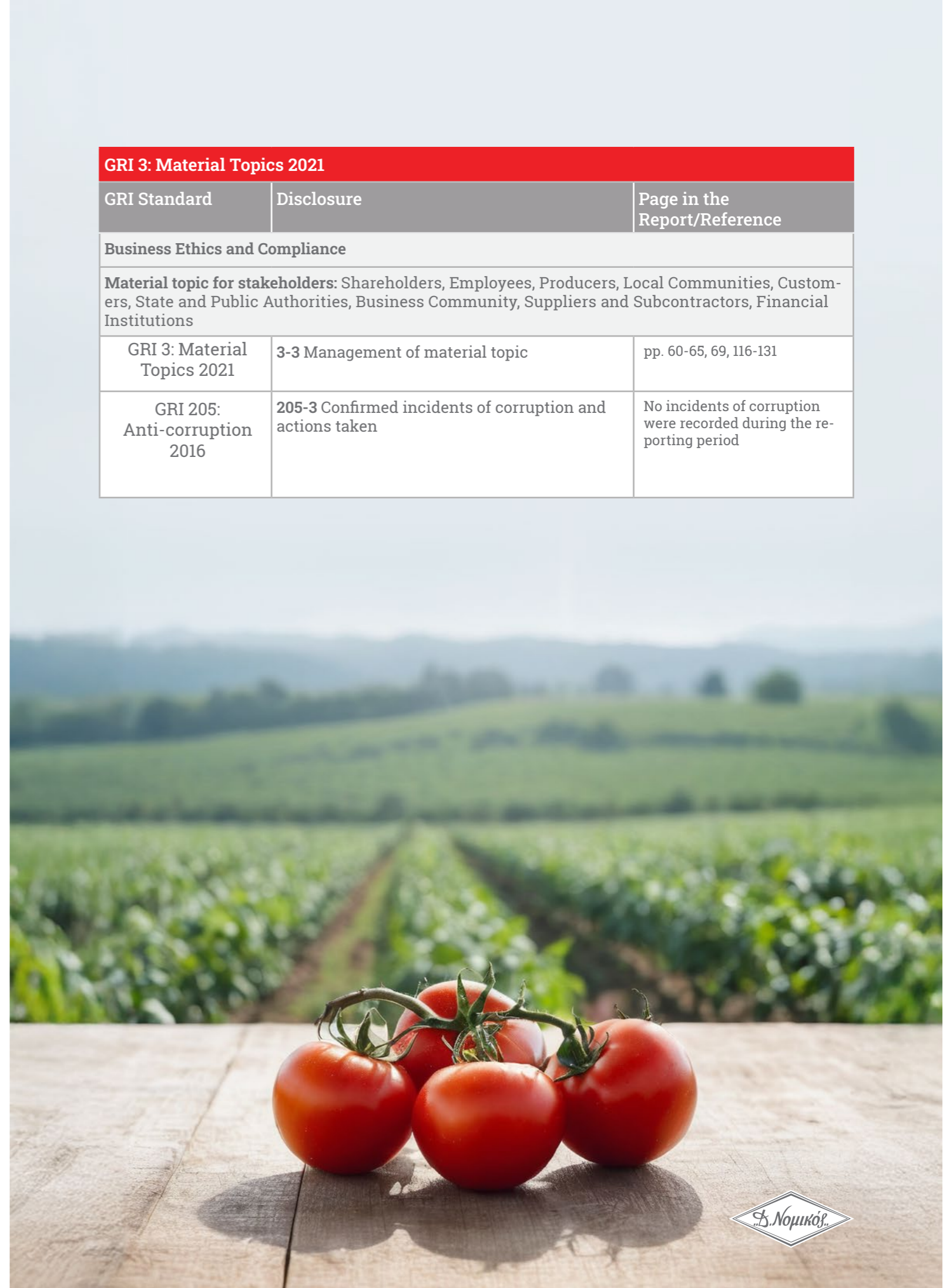
GRI 3: Material Topics 2021		
GRI Standard	Disclosure	Page in the Report/Reference
Waste Management and Circularity		
Material topic for stakeholders: Shareholders, Producers, Local Communities, Customers, State and Public Authorities, Suppliers and Subcontractors		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 60-65, 69-83, 120-121
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	pp. 79-81
	306-3 Waste generated	p. 81
	306-4 Waste diverted from disposal	p. 81
	306-5 Waste directed to disposal	p. 81
Water Resource Management		
Material topic for stakeholders: Shareholders, Producers, Local Communities, Customers, State and Public Authorities, Suppliers and Subcontractors		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 60-65, 69-83, 120-121
GRI 303: Water and Effluents 2018	303-5 Water consumption	p. 83
Sustainable Farming		
Material topic for stakeholders: Shareholders, Producers, Local Communities, Customers, State and Public Authorities, Suppliers and Subcontractors		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 4-27, 60-65, 69, 120-121
D. Nomikos Indicator	Percentage of soil enrichment with organic matter through the incorporation of plant tissues after harvest	p. 20

GRI 3: Material Topics 2021		
GRI Standard	Disclosure	Page in the Report/Reference
Employee Health & Safety		
Material topic for stakeholders: Employees, Local Communities, Customers, State and Public Authorities		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 60-65, 69, 99-101, 120-121
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	pp. 99-100
	403-5 Worker training on occupational health and safety	p. 100
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pp. 99-100
	403-9 Work-related injuries	p. 101
Employee engagement and development		
Material topic for stakeholders: Shareholders, Employees, Local Communities, Customers, State and Public Authorities, Business Community		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 60-65, 69, 84-98, 120-121
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 96
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 96
	404-3 Percentage of employees receiving regular performance and career development reviews	36.5%



GRI 3: Material Topics 2021		
GRI Standard	Disclosure	Page in the Report/Reference
Food Safety, Quality and Traceability		
Material topic for stakeholders: Shareholders, Employees, Producers, Local Communities, Customers, State and Public Authorities, Business Community, Suppliers and Subcontractors		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 28-47, 60-65, 69, 120-121
D. Nomikos Indicator	Integrated Management System in our production	pp. 35-36
Responsible Sourcing		
Material topic for stakeholders: Shareholders, Producers, Local Communities, Customers, State and Public Authorities, Suppliers and Subcontractors		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 4-27, 60-65, 69, 120-121
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p. 25
Local Communities Relations		
Material topic for stakeholders: Shareholders, Producers, Local Communities, Customers, State and Public Authorities		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 60-65, 69, 102-115, 120-121
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	pp. 104-111
D. Nomikos Indicator	The Company's impact on local communities	pp. 104-115

GRI 3: Material Topics 2021		
GRI Standard	Disclosure	Page in the Report/Reference
Business Ethics and Compliance		
Material topic for stakeholders: Shareholders, Employees, Producers, Local Communities, Customers, State and Public Authorities, Business Community, Suppliers and Subcontractors, Financial Institutions		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 60-65, 69, 116-131
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption were recorded during the reporting period



Feedback Form

Which D. Nomikos stakeholder group do you belong to?

- Shareholders Employees Producers Local Communities
 Customers State and Public Authorities Business Community
 Suppliers and subcontractors Financial Institutions Other...

Based on the information presented in the Sustainability Report 2023, how would you assess the responsible operation of D. Nomikos?

- Excellent Good Average Needs improvement

How easy was it to get information on your topics of interest in the Report?

- Very easy Quite easy Relatively easy Not easy at all

Based on the information presented in the Report, how much do you agree with the following statements?

(1) Strongly disagree, (2) Disagree, (3) Neutral, (4) Agree, (5) Strongly Agree

	1	2	3	4	5
1. The principles and issues that you consider necessary for the sustainable development of the Company are adequately covered					
2. There is a good balance and clarity between the different sections of the Report.					
3. There is a nice flow to the structure and the Report is easy to read					
4. The graphic representation of the information is clear					
5. The visual aspect is satisfactory, and the infographics included positively enrich the Report					

Please highlight any issues that have not been addressed and should be included in the next Report:

.....

.....

.....

Describe the main concerns and / or issues you identified during your collaboration with D. Nomikos:

.....

.....

.....



Please send the completed feedback form (by post or email) to the following address:



D. Nomikos S.A.
Kondylia Rogga
 R&D and Customer
 Relationship Manager
 32, Kifissias Av., 151 25, Maroussi, Greece
 Tel: +30 210 6858 820
www.dnomikos.gr